his severity. He seemed to have weathered into leather himself. Paid by the window, he worked with amazing speed. One afternoon my mother called me in to watch him at work.

"You see that man? What do you think he's doing?" "Washing windows," I suggested.

"Let me tell you what he's really doing: That man is putting two sons and a daughter through university! You understand? And that's America."

I remember feeling a shiver, as I often did when my mother gave me a lesson in social justice. After that, Theodore seemed to me a kind of hero. But his story also made our country seem heroic-a land of possibilities, of social mobility through education provided by

In the 60's I became cynical about the American Dream. From its beginnings, I learned, public education wasn't developed simply to enable ordinary people to rise. It was part of the infrastructure required by industry, which needed socialized and educated workers. But my cynicism was foolish. The dream was real, even if the motives of industrialists were not purely altruistic. Women really have put children through college by cleaning office buildings at night. The dream was true for millions of American parents who used higher education, especially in public colleges and land-grant universities, to lift up the next generation.

Driven by the Morrill Land Grant Act of 1862, public higher education became America's edge. A student at City College of the City University of New York wrote at the turn of the century, "The classrooms were bare, the chairs and desks of the plainest. . . . But as against that were the students. . . . We knew it as gospel truth that this plain College was for each of us a passport to a higher and ennobled life." In the same era, Charles R. Van Hise said at his inauguration as president of University of Wisconsin, "A state university can only permanently succeed-where its doors are open to all . . . who possess sufficient intellectual endowment, where the financial terms are so easy that the industrious poor may find the way. . . . This is a state university ideal, and this is a new thing in the

This new thing, a high-quality, inexpensive public university, fostered both social mobility and American success in this century. In the states with great landgrant universities, most political and industrial leaders were educated there. The institutions also have been essential to research.

Now, the public university is not just being pruned or challenged; throughout the country, it is probably be-

I teach in a state that seems to represent the American future, and that future saddens me. Public higher education has begun to deteriorate in Massachusetts. We've suffered the deepest budget cuts in the country; since 1988, we have lost over 41 per cent of our budget. Last year's cut, 17 per cent, was 10 per cent worse than that in any other state. But we're simply out in front of a trend: For the first time in the 33 years of the Chambers survey, state support for higher education declined for academic 1991-92. Thirteen states, including seven of the largest, reported declines over the last two

In many states, faculties and courses have been cut. and students have been crowded out of classes. California's law entitling all qualified Californians admission to the higher-education system simply can't be obeyed. Everywhere, tuition has jumped but faculty salaries have not.

Massachusetts is the extreme example. For three years, faculty members at the University of Massachu-

and providing the first of

America Is Destroying Public Higher Education

setts have received no raises, not even cost-of-living increases; worse, we've been forced to take unpaid "furloughs" and yet teach anyway. Master teachers are being paid—"bribed" is the word that comes to mind—to retire early simply because the university needs their salaries. Programs that took 20 years to build are dissolving; some of the best, most respected administrators and teachers have gone elsewhere. Budget cuts have stripped the university bare, leaving it without money to keep up a decent research library, without money for building programs. Morale-of students and faculty members-is low.

Budget cuts have been "softened," in Massachusetts and many other states, by making students pay more—a lot more. In Massachusetts, this new revenue permitted the state to make additional cuts, which led to additional burdens on students. The university has hit them with unpredictable increases in costs, sometimes at mid-year. In three years at UMass, costs for an in-state student have risen from \$4,500 to \$8,500, and

"Budget cuts have stripped the university bare, leaving it without money to keep up a decent research library, without money for building programs. Morale—of students and faculty members—is low."

costs for an out-of-state student from about \$7,500 to \$14,500—close to double.

The extra tuition money tempts us to increase costs even more, making UMass more expensive and thus less democratic—less accessible to Theodore's grandchildren. Like private colleges, we offer financial aid. But, increasingly, it's children of the middle class who can afford to come to UMass. It's becoming private education under another guise. What's happened to low-income students? They go to inexpensive community colleges near their homes—or they just don't

The result of the budget cuts and increased costs is making us less selective. In 1988, 24,000 students applied for first-year admission at UMass. We accepted 50 per cent and came up with a class of 4,400 students. In 1991—just three years later—only 14,000 students applied. We accepted 83 per cent, but that year's class dropped to 3,300 students.

Demographics at work? Hardly. All through the 80's, the demographics indicated a decrease in the college-age population, but our enrollments climbed. Massachusetts has lost some population, but not this much, not this fast, not in three years.

As we've become less selective, the average SAT scores of our freshmen have dropped steeply-50 points in a year. And they proved accurate: 24 per cent of last year's first-year students didn't return this fallthe highest proportion ever.

HE UNIVERSITY OF MASSACHUSETTS IS Still R fine place, with most of its programs and departments intact. But unless things change, we will become increasingly less selective, accepting any student able to pay. If we don't reverse the trend, the academic ability of our students will steadily decline, good faculty members won't apply for jobs here, the best graduate students will go where the best young faculty members are, and our wonderful public university will become second-rate,

then third-rate, then a joke. Elitists like John Silber will have won: To get a good education, a student will have to go to a private universi-

And soon this may happen all over the country. Public colleges and universities will continue to drop faculty members and partime instructors, canceling classes and making existing Ouote, classes unbearably overcrowded. Tuition may increase so much that some public institutions will really be second-rate private universities, the only difference be ing that minimal state support will substitute for todowments. They will become third-tier, undemocratic

HE RECESSION, OF COURSE, is partly to king charged to the government blame. And the recession has come after a decade of Reagan-inspired budgets that have harmed educational institutions, students. and the states. The states, whose own tax revenues I lany uninformed people think the have declined, increasingly are unable to make up for world is turning 'queer.' the federal cuts. But the culprit I want to focus onisa Applessor of sociology at Arizona virulent mythology offered us by our Presidents and their apologists over the past 12 years: All government is parasitical and wasteful. Higher education? Head Start programs? Prenatal care? Don't let "them" near seled read had taught him that his your money. Keep up a strong police and military, but it otherwise keep the government's hand out of your

The result of this mythology? The general public and legislators actually feel morally in the right—not simply self-interested, but responsible, virtuous-for refusing to vote new taxes for education and other social programs. For ordinary people, whose real income has declined, whose children face a future with fewer possibilities—the mythology is imprisoning.

In Massachusetts, as in the rest of the country, legilators who voted for a progressive income tax or a tax on services would have a very hard time being reelected. Experts can point out that of all industrialized countries, the United States is the most lightly taxed; they can point out the value of taxation when it's used to invest in our future. But people don't listen; it doesn't fit the Reaganite mythology that too many people have adopted, particularly as the recession makes them fearful about their own economic fu-

It's time for people to understand that refusing to pay for education is not tough-minded realism. Realism recognizes that to rebuild our economy, we're going to have to rebuild the infrastructure. That includes the minds of the next generation of workers, workers who will require a better, not a shoddier, education. A great deal of the public capital needed can come from cuts in defense spending, but if it also takes more taxes, then ict's raise taxes.

We cannot afford the terrible human waste-the waste and moral destruction of a generation of poor and niddle-income children and young adults. A child is six years old only once. If you deprive the child of a decent elementary education, you've done him or her permanent, irreversible damage, and you've lost a valuable asset. And we'll end up paying for prisons and police whatever we refuse to pay for education. Similarly. high-school graduates usually get just one chance at college. If we don't offer the most talented among them a first-rate public education, everybody—they to

selves and the society that needs them-loses out. The alternative is the terrible vision of the mov ie *Blade Runner*. Set in a futuristic Los Angeles, il showed a polyglot sea of uneducated poor living in the leaking, deteriorated structures of the 20th century, a giant underclass without mobility. Its rage and crime are controlled by a high-tech police force in the pay of a small, wealthy, highly educated class living in elegant isolation. I'm afraid of that vision; I'm afraid it may become literally true.

John J. Clayton is professor of English at the University ty of Massachusetts at Amherst.



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The problem of unaffowable costs is systemic Aussistant comptroller general at the General Accounting Office: A25

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'Ayoung man wrote that a novel relationship with Mother Earth was one of rape and pillage: he now saw his rock collection in a new light."

galessor of womon's studies: 81

This is the first clear indicator om reliable survey data of what's happening in the higherducation community as a result of beeconomic downturn."

Acciege personnel official, on

krators' raises this year: A1

"Ithink the budget is exactly the sime as past Bush budgets for custing programs. You'd have to give them credit for putting a good spin on it." tharles B. Saundors, Jr., sonior

The request barely covers inflation. And in some very important areas, it ices not come near the inflation

Yice-president of the ACE: A1

and B. Moore of the Association d'American Madical Colleges, on the budget proposal for NIH: A26

"It'll be interesting to see if the residents think this is a real shot across the bow. or just a bag of Nour." disclor of woman's athletics, on an Education Department memo on sex equity in college sports: A1

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U.S. Drafts Memo on Sex Equity in College Sports

By DOUGLAS LEDERMAN

The Education Department is circulating a proposed memorandum that would warn college presidents not to violate federal sex-discrimination laws when they make decisions about eliminating sports

The department's Office for Civil Rights has asked a range of higher-education and college-sports officials for their comments on the memorandum, which would be sent to the presidents of all colleges that receive federal funds.

Many Programs Face Deficits

The memorandum has generated interest for several reasons. First, college officials say it indicates that ocr has been listening to their complaints that it too often has proposed policies without getting advice from experts at the colleges.

Second, it comes at a time when many colleges are contemplating cutting teams as a way to deal with the sports deficits that many of them now face. About a dozen colleges have dropped teams in the past 18 months, and more are considering similar action. Concerns about the possibility of violating federal anti-discrimination laws have forced several colleges to back off from such cutbacks.

Third, the memorandum suggests that the civil rights office may follow through on its December 1990 pledge to make sports programs' compliance with anti-discrimination laws one of its top priorities. Advocates for women's sports have been frustrated by what they say is OCR's failure to enforce vigorously the statute known as Title IX of the Education Amendments of Continued on Page A39

11.6% Increase for Student Grants Sought by Bush in 1993 Budget; Funds for Loans Would Grow 25%

Spending plan said to reflect

By THOMAS J. DeLOUGHRY

President Bush last week asked for an increase of 11.6 per cent for student-grant programs in fiscal 1993—the largest such request of his Presidency. Spending for student loans would grow by 25 per cent.

The proposals surprised college officials, who had expected a request for smaller increases. Many hastened to point out, though, that Mr. Bush's proposals were not as generous as the figures indicat-

dent Loans.

Concern for Older Students

concern over costs to families

Under the President's budget plan, the maximum Pell Grant would grow to \$3,700, from \$2,400, and the largest Stafford Student Loan that an undergraduate could take out would grow to \$4,000, from \$3,000. The proposal would put \$2-billion in new money into higher education, but shifts in funds and changes in eligibility requirements would eliminate more than 675,000 grants and 128,000 Perkins Stu-

Bush Administration officials said the proposals were intended to acknowledge families' difficulties in paying for college. They also said the budget was designed to open up student-aid programs to older students who are working full time and want to go to college for one or two courses. The present law requires students to attend college at least half time to qualify for federal

The President combined the proposed

The President's Budget and Higher Education

- Scientists are pleased with large Increases proposed for the National Science Foundation, but are disappointed by the small increases proposed for the National Institutes of Health: Page A26.
- Students and presidents are angry about a proposal to give larger Pell Grants to good students and deny grants to students who do not maintain a C everage: Page A32.
- Colleges could attract more gifts of real estate and stocks if Congress adopts the proposal on tax reatment of appreciated property. But some development officers are worried about new reporting reguirements: Page A30.
- Complete budget tables on programs in the Education Department and other agencies that provide funds for colleges and universities: Page A28.

student-aid increases with requests that the interest on student loans be made tax deductible and that penalty-free withdrawals from Individual Retirement Accounts be permitted for college expenses. Educators said they viewed the package as Mr. Bush's attempt to keep his 1988 campaign promise to be an "education President."

Higher education fared well in the proposed Education Department budget, Continued on Page A32

Administrators' Raises Trail Inflation This Year, Reflecting Hard Times By DENISE K. MAGNER

Highest-Paid Administrators

Medical dean	\$173.287
Medical-center chief	136,667
Public health dean	128,250
Law dean	124,965
Dentistry dean	120,000
Veterinary dean	110,250
Health-professions	105,000
System president	99,452
Pharmacy dean	99,300
Meblaand mission	95,500
AND THE ONE PERSONS AND PROPERTY.	a ALB

Reflecting the nationwide recession, median salaries for coilege and university administrators rose by only 2.6 per cent this academic year. Not only was the increase the smallest in four years, but it also

failed to keep pace with inflation. In academic 1990-91 the rate of inci in median salaries was twice as high-5.4 per cent. The figures are from a survey that is conducted each year by the College and University Personnel Association.

The slim pay raises also fell well below last year's inflation rate. The Consumer Price Index rose by 4.7 per cent in the 12 months ending June 1991.

"This is the first clear indicator from reliable survey data of what's happening in the higher-education community as a resuit of the economic downturn," said Kathleen E. Donofrio, director of personnel at Loyola College in Maryland and a

member of the committee that advises CUPA on the administrative-salary survey. "It's not surprising," she added. "I think higher education has been particularly hard hit in this economy."

Lowest Raises at 2-Year Colleges

Administrators at two-year colleges received the lowest pay raises. Their median salaries increased only 0.8 per cent in 1991-92. the survey of 1.438 institutions found.

"Two-year colleges, at least at the public level, differ from a lot of the other public institutions in that they draw some of their support from the local base," said Kirk D. Beyer, compensation manager for the University of Nebraska at Lincoln and chairman of the survey advisory committee. "They might reflect the economic conditions a little sooner than some of the other state-supported institutions would."

Administrators at baccalaureate institu-Continued on Page A14

This Week in The Chronicle

CONTROVERSY OVER RESEARCH ON HOMOSEXUALITY Claims that homosexuality has a biological basis have bear criticized by researchers in many disciplines: A7

U.S. SAID TO OVERSTATE TRADE DEFICIT A panel of researchers says federal officials fail to weigh profound changes in the global economy in measuring the flow of goods and services: A7

TRICKS OF THE TRADE IN MOVING A LAB Many researchers relocate at least once in their careers, and most find that moving their laboratory can be as expensive as it is tricky: A14

Survey finds the 'Bennington women' are still liberal: A7 Center is a repository for social-science research: A7 Researcher says Saturdays are bad days for oil tankers: A7 Tobacco advertising said to affect magazines' content: A8 Astronomers say they have evidence of aging in a star: A8 Anti-blas laws called boon to blacks' economic standing: A8 91 new scholarly books: A10

VIDEODISKS PORTRAY FIRST CHINESE EMPEROR Archaeologists in the West have long sought information on an archaeological find in China. Now two interactive disks give a detailed record: A20

meractive program could help visitors to Pittsburgh: A20 Course beamed to chemical-company workers: A20 Video-loan program helps libraries to train staffs: A20 Roppy disks used as recruiting brochures: A22 Ritware helps students struggling to learn chemistry: A22 就 new computer programs; three new optical disks: A24

Personal & Professional Concerns

ADMINISTRATORS' PAY ROSE 2.6%

The increase in median salaries for university dministrators was the smallest in four years and failed to keep pace with inflation: A1

MOVING TIME FOR RESEARCH LABS

When academic scientists switch to a new institution. taking their delicate equipment with them is no easy

JEFFRIES'S CITY COLLEGE POST IN DOUBT

The president of CCNY reportedly plans to replace Leonard Jeffries, Jr., the controversial chairman of the black-studies department: A19

PROMINENT ACTIVIST ON A DIVISIVE ISSUE As president of the National Right to Life Committee, a developmental psychologist leads the fight against abortion: A5

WOMEN'S STUDIES: THREATS FROM WITHIN

The search for feminist purity will eventually result in a massive rejection of the important things that feminism. broadly speaking, aims to achieve. Opinion: B1

Iwo City College officials leave over stampede: A4 University employee sold cocaine and fixed grades: A4 U. of Fiorida replaces locks after theft: A5 Postal Service card marks centennial at U. of Chicago: A5 Seminar to examine 'Cuiture Wars' in Hollywood: A14 Award will honor faculty-development programs: A14 Nine new books on higher education: A18

federal & State Governments

THE PRESIDENT'S BUDGET PLAN FOR FISCAL 1993 In a surprise proposal, President Bush asked Congress to increase spending on student grants by 11.6

per cent in fiscal 1993: A1 Researchers are pleased with the requests for Science, but disappointed with the figures for the National Institutes of Health: A26



Western scholars can now use interactive videodisks to get details about a great archaeological discovery in Xlan, China. Above, a figure unearthed at the site: A20

The National Endowment for the Humanities would

see an increase of 6.3 per cent: A27 The budget proposes restoring tax breaks for gifts of appreciated property and student-loan interest: A30

Eight people in higher education list their top priorities for the federal budget this year: A30

College officials are angry about a proposal to link Pell Cirants to grades: A32

 Tables on programs in the Education Department and other agencies that provide funds to colleges: A28

MORE AUDIT TROUBLE FOR UNIVERSITIES Federal investigators have told Congress that research universities charged the government \$350-million too much for indirect costs in recent years: A25

NIH STARTS WORK ON A STRATEGIC PLAN

The National Institutes of Health released the draft a long-range plan that includes five broad objectives for the agency: A25

ANTITRUST INQUIRY ENDS FOR 6 MORE COLLEGES In all, the Justice Department has now disclosed that 25 of 57 institutions previously being investigated for violating federal laws are no longer under review: A34

NATIONAL STANDARDS FOR SCHOOLS ENDORSED Federal and state leaders have been advised by a Congressionally established committee that the country needs national standards and tests for its schools: A35

South Carolina bill would require reports on colleges: A25 Maine to offer emergency loans to offset tuition hikes: A25 Funds from a sales tax may never reach college: Senate confirms Humanities Council nominee: A34 Defense, housing funds to go to Antarctica program: A34

Teaching

GRANTS FOR MEDICAL SCHOOLS The Robert Wood Johnson Foundation will award

\$32.7-million to schools that encourage students to choose careers as general practitioners: A36

Project seeks higher status for general education: A18 College to offer fewer but more-rigorous courses: A18 New curriculum to stress common experiences: A19

SEX EQUITY IN SPORTS: U.S. DRAFTS A MEMO

The Education Department has written a memorandum that warns colleges to uphold sex-discrimination laws when deciding to drop sports teams: A1

COACH RESIGNS OVER BUDGET TURMOIL

A temporary freeze on the awarding of new football scholarships at the U. of Massachusetts led the team's coach to quit in protest: A39

Thousands mourn Notre Dame swimmers killed in crash: A5 ACE honors president of Knight Foundation: A39 NCAA council backs changes in enforcement process: A39 U. of South Florida covered up rape charge, panel says: A40 Syracuse star sues NCAA for 'mental anguish': A40 NCAA panel restores eligibility of Texas athlete: A40

\$33-MILLION FOR MEDICAL EDUCATION

A grant program to encourage medical students to choose careers as general practitioners is planned by the Robert Wood Johnson Foundation: A36

Foundation grants; gifts and bequests: A36

Students

WHEN RACE BECOMES AN ADMISSIONS ISSUE Critics say colleges are doing such a poor job of explaining affirmative action to students and their

parents that a white backlash is being encouraged: A37 ■ Duke U. has been confronted by a student who says she was denied admission because she is white: A38

SUNY students question PCB cleanup in dormitories: A4 Five Berkeley students stage hunger strike over fees: A4 Graduate students hold sit-in at Yale U. Ilbrary: A4 Book procession marks opening of Hood Coilege library: A4 Recruiting war for brightest black students heats up: A37 Gay group's charter is revoked, then restored: A37 Rensselaer students call alumni in 'Jobathon': A37

International

BUDGET SQUEEZE IN CANADA

Record low gains in provincial funds for higher education are forcing institutions to adjust: A41

AUSTRALIA BATTLES RECESSION

With a new prime minister and a new chief of education, employment, and training, Australia's Labor government is battling a deep recession: A41

FILLING RUSSIA'S IDEOLOGICAL VACUUM

The next few years will determine what replaces Soviet dogmas. The outcome is too important to be left to chance or "experts." Point of View: A48

'Operation Plowshare' gains support in the U.S.: A41 Estonia to increase size of student grants: A41 Europe's first Islamic theological institute opens: A41

Arts

PRESERVING A 'MIGHTY WURLITZER' After extensive work, a 1925 theater organ is now installed in a theater at George Mason U.: B4

FEMINISM AND THE NEW DEAL The stolid mothers and brawny workers depicted in the art of the New Deal: B64

Gazette

Appointments and resignations in academe: A43 Deaths: A44 Calendar of coming events and deadlines: A44

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dirummer.

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MARGINALIA

A faculty member at Canton College of Technology received a communication from the Athletic Booster Club with this compelling message on the envelope:

OPEN IMMEDIATELY OUTDATED MATERIAL INSIDE

Memorandum to the faculty at the University of Findlay:

"It is proposed that: "1) When voting on tenure or promotion policy (and 'sense of the faculty' votes about tenure and promotion) voting privileges be restricted to full-time teaching faculty and divi-

sion chairs. "2) A ballet on this issue is called

Shall we dance?

local auto shop.

A student who was late for a class at Ouinnipiac College gave her professor this note:

"At 8:15 we Received a Call that Sharon L——'s Jeep Wrangler broke down. Now at 10:00 A/M vehicle has been towed here for possible drive shaft repairs.

"please excuse any in convenience this may have caused." The note was signed by a man at a

Warning sent by electronic mail at Appalachian State University:

Those that we do not hear from by November 15, indicating they wish to retain their id, will be re-

Help us, Sigmund! Help us!

From Dominguez News, the paper at California State University at Dominguez Hills:

ETHNIC DIVERSITY SPRINKLES CAMPUS

'Dominguez Hills is just one big salad bowl. "The ingredients in the Domin-

guez Hills salad are:

"35.5 percent White

33.1 percent African-American "18.9 percent Latino

"8.5 percent Asian

"4.0 percent Pacific Islander

"Dr. Kenneth B. Gash, director of institutional research here said. 'each year the ethnic diversity

" 'The Latino population is growing each year, this makes the percentage of other races stay the same," he said."

What's on that salad, Director?

We have it on good authority that the following closing statement was made by the vice-president for academic affairs to the Governor of West Virginia at a ground-breaking ceremony at Fairmont State College:

"And now let us proceed with the recession." ---C.G.

In Brief

Students question PCB

cleanup in dermitories

NEW PATLZ, N.Y.-Students at the State University of New York here protested outside two residence halls last week, demanding that the buildings remain closed for further safety tests.

Last month a power surge caused transformers containing a carcinogenic chemical, polychlorinated biphenyls, to overheat in five campus buildings. A university spokesman said both the state and county health departments had approved the reopening of the buildings after testing and cleanup. Two other residence halls remain closed.

Berkeley students stage hunger strike over fees

BERKELEY, CAL. - Five students at the University of Colifornia's campus here started a hunger strike last week to protest a 22-per-cent increase in student fees due to take effect in the fall. The increase will boost fees for state residents to an average of \$3,036 a student on the university's nine campuses. The university charges fees instead of tuition.

The fee hike is the third in as many years. A university spokesman said the institution needed the money to help offset a cut in its request for state funds. The money from the fees will be used mainly to increase support for university libraries and student financial aid.

The students said they would only drink liquids and take vitamins during their strike. They will | mittee to review student financial continue to attend classes as long | aid.

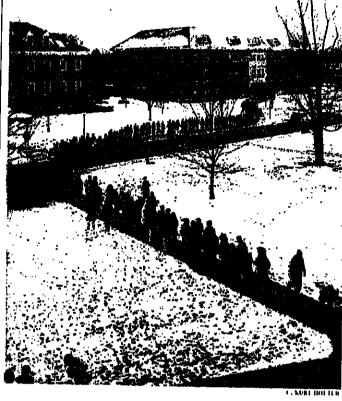
Chancellor moves to poor neighborhood

main campus to new quarters at a | for equity."

ment. "I am not presumptuous I the curriculum.

satellite campus in Bayview-

Hunter's Point—a predominantly



Book procession marks opening of new library

lege students, faculty and staff members, and alumnae carried books from the Joseph Henry Apple Library last month to open a new library and information-technology center on the campus.

The new four-story library cost \$9.2-million to build, and the in-

as they are able. The students

want a complete rollback of the

latest increase, a cup on future fee

hikes, and the creation of a com-

FREDERICK, MD. -- Hood Col- | formation-technology center cost \$3.5-million.

The college held the procession to celebrate the new library which will be dedicated in September to kick off the college's centennial year. About 1,000 books were carried in the proces-

2 City College officials

leave over stampede

NEW YORK-I'wo administrators are leaving City College of the City University of New York after being partially blamed for a deadly stampede on the campus. A third official faces disciplinary

In December, nine people were crushed by a crowd pushing into the college's gymnasium for a celebrity basketball game. A report commissioned by Mayor David Dinkins blamed the police, the event's promoter, the student organizer, the crowd, City University, and City College.

Following the report's release. Jean Charles, director of co-curricular life, resigned after 13 years with the college. George D. Mcdent affairs, is retiring this week after 24 years. And Charles De-SAN FRANCISCO -- Evan S. Do- | enough or foolish enough to be- | tor of security and temporarily re- | Distance Education. He is Milaney has been removed as direcbelle (above), chancellor of the lieve that I can solve the problems assigned to the facilities office, chael G. Moore. City College of San Francisco, of that community," he said. "I pending a hearing.

has moved from an office on the am moving to share in a struggle The Mayor's report charged that the officials had "exercised Board, a table listing tuition and Mr. Dobelle's move has been little initiative" in enforcing colwarmly received by community lege policies and "displayed a black neighborhood that has been leaders, who support his plans to lack of knowledge" in handling | Chronicle, October 23, 1991). Tuplagued by crime and unemployincrease enrollment and bolster the event. The officials were unition was \$4,750 in 1990-91 and is available for comment.

University employee sold cocaine, fixed grades

HOULDER, COLO. - Armando 'ayan, a former program specialist in the registrar's office at the University of Colorado, bas pleaded guilty to selling cocaine on the campus and to falsifying a student's grade-point average in return for money.

Mr. Payan was sentenced in our years of probation and or lered to complete 150 hours of community service. He must also pay \$2,000 in fines and spend 30 lays in house detention.

Mr. Payan, who was fired by the university last summer after working there 12 years, sold cotaine on two occusions to a police formant on the campus.

Graduate students

sit in at Yale U. Ilbrary

NEW HAVEN-About 300 graduate students held a two-hour sitin at Yale University's main library to protest reduced hours forced by budget cuts.

According to Yale officials, the campus has reduced operating hours at 7 of its 25 libraries by about 6 per cent, or 17 hours a week. Hours in the Sterling Memorial Library, where the protest was held, were not affected.

The demonstration was staged hy the Graduate Employees and Students Organization, representing about 1,500 students. The group also is angry because Yale has refused to recognize it as a bargaining body with union sta-

Yale officials say they have been working to deal with the group's concerns.

But the graduate-student organization threatened a two-day strike this week, during which graduate students would not attend classes or conduct undergraduate discussion sessions. The graduate-student group may also strike with members of the union that represents 3,500 Yale service workers. The union plans a walkout if a settlement is not reached by next week.

Corrections

A story on electronic-information services offered by the Distance Education (The Chronicle, January 22) misidentified the editor of The American Journal of

■ Because of incorrect information supplied by the College Houston Baptist University (The ■ \$5,580 in 1991-92.

_{Card marks} centennial at U. of Chicago



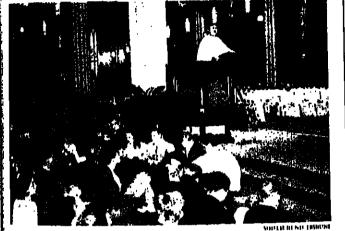
CHICAGO-Cobb Hall, the first building constructed at the Uniwrsity of Chicago, is pictured in a secial historic-preservation card (above) issued by the U.S. Postal Service. The card, which costs 19 | vation series.

cents, honors the university's centennial, which the campus began celebrating last October. As part of the centennial, the university is planning several concerts, museum exhibits, and academic conferences.

The postal card was released to customers last month after a special dedication ceremony at the iniversity.

The Postal Service has issued 2 million of the cards featuring Cobb Hall, which was constructed in 1891 and is now used as a general classroom building.

Pictures of university buildings often appear on stamps and postal cards as part of the Postal Service's continuing historic-preser-



Mousands mourn 2 swimmers killed in crash SOUTH BEND, IND. --- Thesiands of students and fuculty were injured.

members packed Sucred Heart (Mirch (above) on the University of Notre Dame campus here to www.iwo.freshman members of k women's swim team who ree killed in a bus crash. The bus bringing the 32-mem-

rleam back from a meet skidlowstorm and overturned. Two of the crash.

students were killed and 34 people

Following the accident. Notre Dame canceled all athletic events for two days. The women's swim team resumed its schedule last week with only eight members able to participate. State police and the National Transportation Safety Board are conducting seped off an interstate highway in a strate investigations into the cause



^{U, of Florida} replaces locks after theft

oficials at the University of Floride replaced thousands of locks and (above) issued new keys to indents living in nine dormitories allera burgiar stole a set of master keya iast month.

The university spent \$20,000 to change the locks on 2,200 rooms. sprehended, apparently stole apartments.

Quinesville, FLA.—Housing | the keys over a weekend when university offices were closed. The master keys were stolen from an unlocked desk drawer, said Joseph Kays, a university spokesman.

Security has been a sensitive issue at the university since August 1990, when five students were The burglar, who has not been murdered in their off-campus

PORTRAIT

Psychologist on the Front Lines Against Abortion



Wanda Franz: "People who are right-to-life in the academic environment get a lot of pressure or even scorn."

By DEBRA E. BLUM

WASHINGTON When Wanda Franz returns to the campus at West Virginia University, she usually takes off the pin that she wears when she is here or formed. National Right to Life, she traveling around the country to speak out against abortion.

The pin, which has a picture of a activity because it is illegal. rose and the word "Life" written in script, is a symbol of the anti-abortion movement, which Mrs. Franz has spearheaded since she became president last summer of the National Right to Life Committee, the nation's largest anti-abortion

As an academic who is a prominent activist on a divisive issue, she says she tries to separate her private interests from her teaching and

But she adds: "You can't totally separate yourself from your work." Mrs. Franz, a tenured professor of developmental psychology, teaches courses on human development and has done research on the psychological effects of abortion on women. "I won't teach anything hat is inconsistent with my beliefs," she says. "But on the other hand, I'm not going to be an advocate of one side of the issue in the

20-Year Involvement

Being an anti-abortion advocate, she says, would probably make any academic "politically incorrect" on most campuses.

"People who are right-to-life in the academic environment get a lot of pressure or even scorn," Mrs. Franz says. "But I try not to le stop me when it comes to my personal life." Indeed, Mrs. Franz has been in-

tional Right to Life Committee for personal beliefs. seven years before becoming its

news conterences, pointeen gauter— pattern ings, and rallies, and appears on anything associated with external when it comes to abortion, too." ■

television and radio talk shows. a higher standard." She says she has never joined abor-Mrs. Franz says the criticism and tion foes whose protests have in-

cluded blockading the entrances to clinics where abortions are persays, does not allow its employees or members to participate in such

Anniversary of Roe v. Wade

Mrs. Franz was particularly busy last month because her group had planned a host of events to commemorate the 19th anniversary of the Supreme Court's decision in Roe v. Wade. In that ruling, the Court held that state laws restricting abortion were an unconstitutional invasion of a woman's right

to privacy. Also last month, the Court agreed to hear a case on Pennsylvania's abortion law—a case that could lead to overturning the Roe

"Its a very exciting time now, says Mrs. Franz. "The potential for turning Roe around-which is our goal—is definitely there." Only a month into her presiden-

cy, Mrs. Franz came under fire after a campus journal published a paper she wrote with a colleague on the effects of abortion on adolescents and on adults. Several West Virginia politicians who support a woman's right to an abortion criticized Mrs. Franz for misrepresenting data to support her position that abortion poses a serious psychological health risk to women.

Mrs. Franz had also been achearing about the effects tion on women.

in both instances, Mrs. Franz devolved in the right-to-life moveworved in the figures, and asserting that her detractors were of religious fanatics and other peoment for more than 20 years, and had been vice-president of the Na-

"People draw the unwarranted car enumers, mass, realize gathernews conferences, political gatherpains in my work with regard to an academic, and I am an academic

validity because I know I'm held to

distrust she has faced in her academic career have made other scholars who take a strong stand on abortion reluctant to do research on the subject. Sadly, she says, that reluctance has left the academic community with too few comprehensive studies on abortion and its effects on women and on society.

Beverly Hummel-Azzaro, direcior of West Virginia's family-resource division, where Mrs. Franz is a faculty member, says she is confident that Mrs. Franz is able to separate her personal opinions from her teaching and research. But, she adds, the appearance of a conflict of interest leads some people on and off the campus to question Mrs. Franz's motivation.

'A Compelling Argument'

Material in Mrs. Franz's childdevelopment courses, for example, begins with conception-the point at which Mrs. Franz believes life

"I myself would propose that life begins at birth and not conception. and, of course, opinions vary, Ms. Hummel-Azzaro says. "But in this context of human development it's o.k. to talk about conception as the beginning of the development of a fetus. She is not imposing her views on her students by covering that kind of material."

Mrs. Franz's views about abortion are, she says, shaped by science and rooted in the theories of cused of distorting data when she human development that she has testified at a 1989 Congressional studied in her academic career. As an academic, she reels she is an a propriate spokeswoman for a movement that she says is too often unfairly characterized as being full

"Our opponents will try to say it's purely an emotional or religious conclusion that I would do biased issue for us, but that misses the president.

As president of the group, which has 50 state affiliates and 3,000 lo-Franz says. "In fact, I take extra position," says Mrs. Franz. "I am

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<u> Nadalija</u>an ja ka ka ka ja jirit

Fifty years after they first answered a survey on their political attitudes, the "Bennington women" are still

Indeed, compared with similar women of their generation, those who attended Bennington College in the 1930's and 40's remain more liberal in their political attitudes, and hold them more intensely—despite having been raised in politically conservative families.

That's the conclusion of analyses by Duane F. Alwin, a professor of sociology at the University of Michigan; Ronald L. Cohen, a professor of psychology at Bennington College; and the late Theodore M. Newcomb, a social sychologist who started the nowdessic study. They studied data collected about the Bennington women in the 1930's and 40's, 1959. and 1984, and compared them with data from a national survey of voters that was conducted in 1984. The results of the research will appear in a book, Political Attitudes Over the Life Span, which will be published in March by the University of Wisconsin Press.

The Bennington research is one of more than 200 long-term studies that are described in the Inventory of Longitudinal Studies in the Social Sciences, a new reference work compiled and published by the Henry A. Murray Research Center of Radeliffe College. The center holds data on 20 of the studies, including those from Mary Ainsworth's research on how children and mothers bond, which is often cited in debates over thild-care programs.

As if Friday the 13th weren't enough to worry about, now a researcher has singled out Saturdays, too.

Eban Goodstein, an assistant professor of economics at Skidmore College, reports that major oil spills are more likely to occur on a Saturday than on any other day of the week.

Mr. Goodstein compiled a comprehensive list of major oil spills—those involving at least 10,000 gallons—that occurred from 1962 to 1990. Of 116 spills that resulted from navigating mistakes, 27 occurred on Saturday, more than the 16 or 17 that would be expected by chance.

Mr. Goodstein ruled out an increase in tanker traffic on Saturday, but could not rule out other explanations for the "Saturday effect," namely, reduced numbers of workers in harbors on weekends: alcohol abuse; or even a lax "weekend psychology."

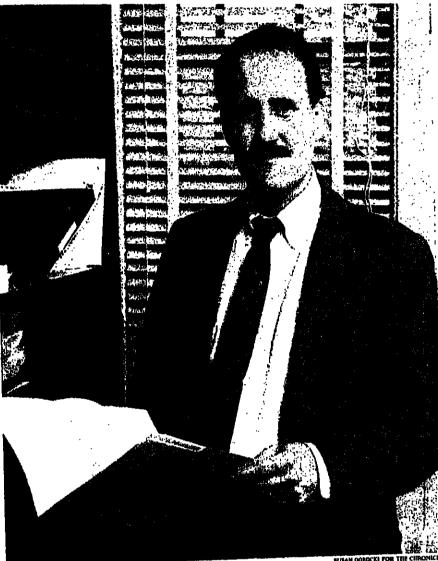
In presenting his data at the aanual meeting of the American Economic Association, Mr. Goodstein recommended that

anual meeting of the American Reconomic Association, Mr. Goodstein recommended that shippers responsible for Saturday spills face higher insurance rates or that authorities impose taxes on tankers that enter or leave ports on the weekend.

Scholarship

Studies Linking Homosexuality to Genes Draw Criticism From Researchers

The conclusions are unfounded and politically dangerous, some say



J. Michael Bailey co-directed a study that suggests a genetic component to sexuality:
"I'm a bit dismayed by some of the critical reaction in the gay community that I get."

By DAVID L. WHEELER

Widely reported research that appears to show a biological basis for homosexuality is facing sharp criticism from researchers in many disciplines, who say the theories are unfounded and politically dangerous.

Two studies published in the last six months, one of the twin brothers of gay men and the other of the brains of gay men, have rekindled a century-old debate about what causes homosexuality. This time, though, the debate has a different twist.

Those who now advocate a biological basis for homosexuality are not psychiatrists seeking to "cure" homosexuality but are often gay themselves. They believe the view that homosexuality is inborn will further the cause of gay rights by alleviating heterosexual fears.

'People Feel Reassured'

"Many uninformed people think the world is turning 'queer,' " says Frederick L. Whitam, a professor of sociology at Arizona State University who has studied homosexuality and the attitudes toward it. "They've seen Donahue. They've seen Winfrey. They've seen all these homosexuals and transvestites on television.

"People feel reassured that the world is not turning homosexual when they hear that homosexuality is biologically deter-

Richard C. Pillard, a professor of psychiatry at Boston University's medical school, and J. Michael Bailey, an assistant professor of psychology at Northwestern University, who reported in the December issue of the Archives of General Psychiatry

e Archives of General Psychiatry Continued on Following Page

U.S. Vastly Overstates Deficit in World Trade, Researchers Charge

By CHRIS RAYMOND

Because they do not take into account profound changes in the global economy, official government figures overstate the U.S. trade deficit—perhaps by more than twice the actual amount, a panel of economists and statisticians has concluded.

In a report, "Behind the Numbers: U.S. Trade in the World Economy," the panel says that its finding calls into question America's reported lack of competitiveness in the world economy. The panel conducted its study for the National Research Council, the research arm of the National Academy of Sciences, and released its report at a press conference here last week.

According to the report, in 1987, the most recent year for which complete data are available, the actual trade deficit was \$64-billion, not the \$148-billion recorded under current government accounting procedures. The trade deficit is the amount by which America's imports of goods and services exceeds its exports.

"One of the most controversial econom-Continued on Following Page



Robert E. Baldwin of the U. of Wisconsin at Madison: "The trade deficit alone does not show who is getting the jobs, or the profits, or other things we need to know."

illege Retirement Equ

urance and Amusicy Asso

1992 Teachers I

gating more and more of a hostile

reaction." says John P. De Cecco,

a professor of psychology and hus

man sexuality at San Francisco

State University and the editor of

Responds Dr. Pillard, one of the

authors of the study of twins:

"Finding a genetic influence for

doomed to do certain things. Men

can still raise kids and women can

Mr. De Cecco, who is planning a

double issue of the homosexuality

journal in which the "determin-

ists" and their critics will battle it

out, says that asserting a genetic

influence for homosexuality will

"The skinheads who heat up gay

men and lesbians in San Francisco

could care less if it's genetic," Mr.

Critics like Mr. De Cecco also

point out the often dark history

of biological determinism. John

D'Emilio, an associate professor of

history at the University of North

"People feel reassured

that the world is not

lead corporations."

not protect gay rights.

the Journal of Homosexuality.

Economists Contend U.S. Trade Deficit Is Half as Big as Government Says

ic issues of all is the trade deficit," try receive less scrutiny than do its business overseas. said the panel's chairman, Robert imports, and exporters often shave E. Baldwin, a professor of eco- the goods' values to cut freight nomics at the University of Wis- costs and duties at the destination consin at Madison.

He added that "given the extraordinary changes that have oc- committee found that the trade sta- framework for measuring Americurred in the world economy, we tistics also did not reflect the na- ca's international performance. think using the trade balance as the ture of what the council's study di- The framework would categorize main measuring stick for U.S. trade performance has become emerging international economic company's majority owners, not

'Emerging Economic Order'

In fact, he said, the panel's research led it to conclude that America may be competing more vigorously in the world economy than current statistics suggest.

Under the accounting procedures now in use, economists in the statistical agencies of the Commerce Department determine the trade balance by measuring the flow of goods and services across national borders. When the research council's panel first convened, it intended simply to assess the accuracy of those measures, responding in part to an effort by Michael J. Boskin, head of the President's Council of Economic Advisers, to improve the government's economic statistics.

In fact, the committee did uncover problems with the figures for merchandise trade. For example, audits of goods being sent overseas from U.S. airports found that their value had been understated by 3 to current system of counting only exton 20418.

smoking, researchers say.

Kenneth E. Warner, a profes-

Continued From Preceding Page 7 per cent. Goods leaving the councountry, the report says.

Beyond the inaccuracies, the rector, Anne Y. Kester, called "an transactions by the nationality of a order." Ms. Kester is on leave by the country in which the compafrom the Government Accounting Office to direct the study.

For example, the statistics provide little information about trans- 1987, there were \$1.303-trillion in

"We think using the trade balance as the

main measuring stick

for U.S. trade

performance has

become misleading."

actions between companies and have increased over the past 10 ting the jobs, or the profits, or othyears. Lacking data on such flows er things we need to know." of capital, policy makers cannot asreport concludes.

ports and imports across borders makes it difficult to determine the number of American jobs created by foreign companies in the United States, or lost because an American company carries out some of

New Framework Suggested

Based on its research, the committee recommends that the government develop a supplemental ny is located.

Using that new framework, the report's authors estimate that, in U.S. purchases from foreign companies and \$1.239-trillion in U.S. sales to such companies—a trade deficit of \$64-billion. In contrast, the standard figures for the 1987 American trade balance compared \$484-billion in imports of goods and services with \$336-billion in exports—a deficit of \$148-billion.

"It's like evaluating a baseball player solely by his home-run total; it doesn't tell the whole story," Mr. Baldwin said in referring to the current statistics. "The trade defi-

The report, "Behind the Numsess the impact on the American bers: U.S. Trade in the World's economy of foreign direct invest- Economy," is available for \$29.95. ment in American companies, the plus \$3 for shipping, from the Na-In addition, the report says, the stitution Avenue, N.W., Washing-body of circumstantial evidence."

Studies Tying Homosexuality to Genes Draw Criticism From Researchers

Continued From Preceding Page of that evidence," says Dr. B. that their study of twins suggested who has written a review of a genetic component to sexuality, subject, "it is inconclusive. followed their report with an op-ed like trying to add up a hundred article in The New York Times. ros so you can get one." "Science is rapidly converging on the conclusion that sexual orientation is innate," the researchers search in the debate overbonor wrote. Dr. Pillard says he is gay and Mr. Bailey says he is heterosexual but is a strong gay-rights ad-

A biological explanation of homosexuality, wrote the researchers, was good news for homosexuals because it would disprove homophobic claims that homosexuals can recruit heterosexuals and cause homosexuality to spread.

The two researchers found in their study that 52 per cent of the identical twins of homosexual men were also homosexual, compared with only 22 per cent of fraternal twins and 11 per cent of adopted brothers. The study's results, they say, strongly suggest that homosexuality has a genetic component.

That study and others like it do their foreign subsidiaries, which cit alone does not show who is get-not support such a conclusion, say critics of the genetic theory.

William Byne, a resident in psychlatry at Columbia University's College of Physicians and Surgeons, says advocates of biologically deterministic theories for hoional Academy Press, 2101 Con-mosexuality often cite "a large "But if you look at any one piece

Other critics say that advocate has become so muddled with: nality that the controversy has the realm of science.

Debate 'About the Body Polit "This is not a debate about

ogy." says Anne Fausto-Stufa professor of medical sciences Brown University, "but about body politic."

Those on the political left or cize the advocates of biology theories of homosexuality for the moting the conservative idea is gender roles are fixed. From the political right, advocates say the are attacked for suggesting that natural and sinful behaviorist: of nature, instead of an abenia that results from choice or sole tion. "I think the bulk of homes nality stems from the same as as the bulk of drug abuse," se Paul Cameron, a private psyde gist in Woodbridge, Va. "Somoz who likes to use drugs teach someone else how to use its

Feminist biologists and ma others believe that trying to me responsibility for homosesual on genes is similar to saying to

person.'

Very often that teacher is not

and raise children. "As women dain their rights in society and gender boundaries begin to shift, appropriate for their sex. both women and homosexuals are

taken aback by such responses to their conclusions. "I'm a little bit dismayed by

some of the critical reaction in the gay community that I get," says Mr. Bailey, the co-author of the twins study. Some homosexual men and homosexuality doesn't mean we're

that could happen years from lard. now" instead of fighting the political enemies they already have. The controversy is not likely to sexuality in Brazil, Guatemala, In-

abate, with more research on the donesia, Peru, the Philippines, and genetics of homosexuality on the Thailand, Those studies, Mr. Whiway. Dean Hamer, chief of the sec- tam says, support the idea that

genes that may cause homosexual-

'Very Early in Life'

At Arizona State, Mr. Whitam says a twins study that he recently concluded but has not yet pubwomen, Mr. Bailey says, "are lished came up with results similar wringing their hands about abuses to those of Mr. Bailey and Dr. Pil-

Studies that Mr. Whitam has already published examine homo-

who have behavior not considered tion at the National Cancer Insti- orientation are biologically deter- Columbia's Dr. Bynes. "Sexual tute, says he found the results of mined. Mr. Whitam says he be-preference is thrust upon him by Those who suggest a genetic Mr. Bailey and Dr. Pillard's twins lieves that homosexuality is found the environment or his genetic concomponent for homosexuality are study so compelling that he is start- in all societies and that male homosexuality are study so compelling that he is start- in all societies and that male homosexuality are study so compelling that he is starting an actual search for the gene or sexuality occurs at the same low more emphasis on the interaction

> "These behaviors are occurring very early in life," he says, "and the same continuum appears in all plex question. "There's a tremensocieties regardless of whether they are tolerant or intolerant soci- and cross-cultural studies to sugeties. You have to stretch a long gest that human sexual behavior way to explain how people in all societies could learn these same ble, not just from culture to culture

Others say they have taken a plaining sexual preferences and found them wanting.

"The individual always seems to explored."

coef cures for young boys or girls tion of gene structure and regula- some sex-role behavior and sexual be passive in these theories." says rate-about 4 per cent-in many of individuals and the environ-

> Mr. D'Emilio says genetic theories offer a simple answer to a comdous amount ôf evidence in history and desire are enormously malleaor from time period to time period. but in an individual's life," he says. look at all of the attempts at ex- "I'm not willing to say that there isn't a biological component, but there's too much else we haven't

Magazines that carry a lot of RESEARCH NOTES cigarette advertising are less likely than others to publish ■ Ads linked to publications' coverage of cigarette hazards articles about the hazards of

sor of public health policy and administration at the University of Michigan, and colleagues there performed a statistical analysis of 99 U.S. magazines published over two periods—from 1959 to 1969 and from 1973 to 1986. In the of smoking. But they say that January 30 issue of The New Engtheir analysis provides strong evilund Journal of Medicine, the redence for that hypothesis, and searchers report that magazines that any alternative explanations that did not carry cigarette adverare not supported by their data. tising were more than 40 per cent more likely to publish articles on tegrity of journalism are obvithe hazards of smoking than ous," they write, "If the media those with such advertisements.

The difference in coverage was even stronger when the researchers examined magazines aimed chiefly at women. Such maga- accord smoking its proper posizines without cigarette advertis- tion in the constellation of risks, ing were 2.3 times as likely to the public will confuse the impor- P. Cygni had steadily increased its cover the risks of smoking as tant with the trivial."

The difference in coverage was also more striking in the 1970's and 80's, the researchers said. (A

use of Alar on apples, and fail to

The researchers say they were able to rule out other circumable to rule out other circuma

hundred million years.

■ 2 astronomers obtain first direct evidence of aging in a star

Nature, Mart J. H. de Groot of a red supergiant. the Armagh Observatory in "The implications for the in- J. G. L. M. Lamers of the Astrobombard the public with frightening stories about health risks. known as P Cygni. ranging from toxic dumps to the

By analyzing records of the two astronomers determined that apparent luminosity by an aversince 1700.

Anti-discrimination laws found key to rise in wages for blacks that magazines carrying large show that the sun has not lasts only several hundred amounts of cigarette advertising changed its brightness by more years." This transition, he some economists have argued are reluctant to cover the dangers than I per cent in the past several writes, has taken the star from the that the gains in carnings madely "main-sequence stage," in which blacks from the late 1960's to the

> The two astronomers say that changes in the characteristics of Northern Ireland and Henny the rate of evolution of the star, black workers. Those included calculated from the changes in its migration to the North and in nomical Institute in Utrecht, the brightness, is about twice as fast provements in the amount and Notherlands, report evidence of as theoretical models predict. quality of education for blacks. rapid evolution in a giant star However, they say the difference Mr. Donohue and Mr. Hes may be due to uncertainties about man disagree with that argument the star's mass or to inaccurate First, they say, blacks' migralion the star since the beassumptions in formulating the to the North had slowed to a ginning of the 18th century, the models. —KIM A. MCDONALD trickle by 1965 and could no lone

age of 6 per cent each century laws, rather than economic ter schooling for blacks and changes, played the largest from desegregation could only changes, played the largest from desegregation the carly of this invision to the carly of the Two astronomers say they of the journal, Achim Weiss, an ic standing of blacks from 1980's, they say, since such laws have obtained the first direct. Astronomers the Man black is standing of blacks from 1980's, they say, since such laws ban on broadcast advertising of cigarettes went into effect in 1971.)

have obtained the first direct, astronomer at the Max Planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes that the current (December 1980's, they say, since such that the planck Inc. dermany writes the planck Inc Modern astronomers have ing. Dermany, writes that p ber) issue of the Journal of Eco-

stances, such as whether or not a mantle Southern magazine typically covered supernovae and variable stars, times as highly that is more than 100,000 James Heckman argue that instances, such as whether or not a magazine typically covered health issues, that might influence whether or not a magazine ence whether or not a magazine with most stellar color of the long time scales of the long time sca published articles about smoking.

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p Cymil that with a state place in the best way to explain proper excuse to hire blacking. The researchers say their stachanges take place. Fossil re. p Cygnl, that "the star is in a the improved economic standing spite of community opposition is in a the improved economic standing spite of community opposition is in a the improved economic standing spite of community opposition of the star is in a the improved economic standing spite of community opposition of the star is in a the improved economic standing spite of community opposition of the star is in a the improved economic standing spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of community opposition of the star is in a spite of the s tistical analysis cannot prove cords on Earth, for example, phase of rapid transition, which of blacks in that 10-year period. the idea.

What prompted the changes in demand and wages was the presure supplied by federal anti-discrimination efforts, the scholar

Mr. Donohue, u professor a

Northwestern University's law school, and Mr. Heckman, appr fessor of economics at the University of Chicago, note that But in the January 30 issue of stars spend most of their lives, to early 70's occurred for the same reasons as did earlier ones

> er account for the general in crease in wages of black Amen cans. Second, any benefits of bel-

ernment's intensive effort to dis

tuming homosexual when they hear that homosexuality is

blologically determined.' Carolina at Greensboro and a his

torian of sexuality, says that German homosexuals seeking their government's acceptance in the 1930's advocated biological explamiions of their sexual orientation. But those explanations turned against homosexuals when the Nais rose to power and sought to diminate those they viewed as congenitally defective.

Studies Focus on Men

Today, Mr. D'Emilio says, biological explanations for sexual preferences are again coming from homosexuals because "gay identily is presented as so powerful and so central that it must have been there from birth."

Mr. D'Emilio and others say that the experience of male and female lomosexuals may differ. (Most studies of the biology of homosexunds have concentrated on men, atthough some researchers are extending their studies to homoses-ાગો women.)

"Virtually every self-identified man I've ever met has been convinced that his sexuality is a biological given," Linday Vun Gelder, a contributing editor to Ms. magazine, wrote last June, "but lesbians are a mixed bag."

Critics of biological theories say the numerous attempts at "curing" bomosexuality have all been based on unfounded theories of its cause. Until 1974, Mr. De Cecco suys. East German scientists tried to change the sexual preferences of bomosexuals with brain surgery. Other biological theories, he

says, might encourage parents and dinformed doctors to try to detect homosexuality in utera or to con-



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Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Most of the books are scheduled for release this month, but publication datesas well as prices and numbers of pages-are sometimes approximate and are subject to change without notice. Some publishers offer discounts to scholars and to people who order in bulk.

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1,088 pages 1-56079-117-9 \$41.95 **\$33**.56

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Triboaman in Iran, by Luis Beck (University of Catifornia Press; 503 pages; \$49.95 hardcover, \$17 paperback). A study of Borzu Qermezi, the leader of a group of nomadic pastoralists from the Qashqa'i confederary; traces his day-to-day activities in 1970-71, when draught dabt and tics in 1970-71, when drought, debt, and pressures from fram's central governme threatened the group's way of life.

leligion and Rajput Women: The Ethic of Protection in Contemporary Narratives, by Lindsey Hurlan (University of Culifornia Press; 274 pages; \$35). Uraws on in terviews with mure than 100 women i Rajusthan, India; focuses on their altach ment to various religious practices, cluding veneration of women who had committed sati (the immolation of wid-ows on their husbands' funeral pyres). Respectable Lives: Social Standing in Ru-ral New Zealand, by Elvin Hatch (Uni-

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versity of California Press; 221 pages versity of Camorina Press, 221 juges, \$30). Describes a concept of social hierar-chy that defines both personhood and so-cial rank in a small New Zealand farming community; includes comparative data n definitions of wealth and respectabil

ity in a California setting.
Wagering the Land: Ritual, Capital, and Environmental Degradation in the Cordii-lers of Northern Luzon, 1900-1986, hy Martin W. Lewis (University of Califor-nia Press; 292 pages; \$40). Shows how the dramatic expansion of commercial agri-culture in a Philippine highland region renforced the religious practice of lavish

feasting as a means of placating ancestors and promoting good luck for farmers. What's in a Relative? Household and Fam-Ily In Formenters, by Joan Bestard Camps (Berg Publishers, distributed by St. Martin's Press; 231 pages; \$42.50). Focuses on kinship in a study of one of

ART AND ARCHITECTURE

he Magisteriai Gaze: Manifest Destiny and American Landscape Painting (ca. 1830-1865), by Albert Boime (Smithso nian Institution Press: 200 pages: \$24,95) Links works by Albert Bierstadt, Thomas Cole, and other American painters to the political and social tenets of the expan-sionist ideology of Manifest Destiny.

CLASSICAL STUDIES

Allegorical Readers and Cultural Revision in Anoiont Alexandria, by David Dawson (University of California Press; 352 pages; \$45). Describes how some ancient pugan, Jewish, and Christian writers used allegory to endorse, revise, and subvert competing Christian and pagan perspec-tives; focuses on the work of Clement

Philo, and Valentinus.

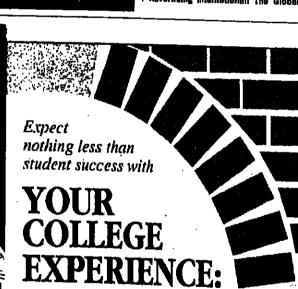
From a Sabine Jar: Reading Horace, "Odes" 1.9, by Lowell Edmunds (University of North Carolina Press; 160 pages; \$24,95). A critical analysis of one f Horace's odes; draws on the literary

of Horace's odes; draws on the literary methodology developed in an essay on Baudelaire by Hans Robert Jauss.

The Houses of Roman Italy, 100 B.C.—A.D. 250: Rituat, Space, and Decoration, by John R. Clarke (University of California Press; 450 pages; \$65). Explores the cultural, social, and religious statements conveyed in the wall paintings, mosaics, and stucco decorations of 17 Roman houses.

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tion of Consumor Culture, by Armand Mattelart, translated by Michael Chanan (Routledge; 208 pages; \$49-95). Topics include advertising companies' diversification into such areas as public relation and television production

h**e ideological Octopus,** by Justin Lewis (Routledge: 232 pages: \$45 hardcover, \$14.95 paperback). A study of the cultur-

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and money supply in 10 Asian continues
The Collected Works of F. A. Hayok (University of Chicago Press/Routledge)
Volume 3: The Trend of Froncome Think lug: Essays on Political Leonomysty and Economic History, edited by W. W. Bart-ley, III, and Stephen Krespe (188) pages, \$40). Volume 4: The Fortunes of Educal ism: Essays on Austrian Leonomics and the Ideal of Freedom, edited by Peter O. Klein (280 pages; \$29,98). Two works maprojected 22-volume edition of the pub-lished and previously unpublished with ings by the 1974 Nobel prize winner in

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extraction, and other sea uses he Economic Ideas of Ordinary People: From Preferences to Trade, by David M mines how people talk about their every

day economic activities, and how talk influences their actions.

rica: From Conflict to Cooperated : Jesmond Blumenfeld (St. Marin's Pre 195 pages; \$45) Considers the proge The End of the East German Econo From Honockor to Reunification, by 124

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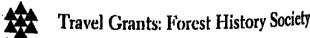
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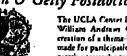
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For additional information and application requirements, contact Forest History Society, 701 Vickers Avenue Durham, North Carolina 27701, Tel: 919/682-9319

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The Aesthetics of Loss and Lessness, by Angela Mooriani (St. Martin's Press; 259 pages; \$45). Explores such topics as acenatios of loss in the literary and visual urts; writers and artists discussed include Beckett, Hilda Doolittle, Paul Klee, Kathe Kollwitz, and Proust.

A Blessed Rage for Order: Deconstruction, Evolution, and Chaoa, by Alexander J. Argyros (University of Michigan Press; 376 pages; \$39,50). Draws on scientific concepts from chaos and evalutionary theory to challenge deconstructionist views of the relationship between nature and human culture.

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The American Philosophical Society Library is accepting applications for short-term residential fellowships for conducting research in its collections. The Society's Library, located near Independence Hall in Philadelphia, is a leading international center for research in the history of American science and technology and their European roots, as well as early American history and culture. The Library houses over six million manuscripts, 186,000 volumes, and thousands of maps and prints. Outstanding historical collections and subject areas include the papers of Benjamin Franklin, the American Revolution, 18th- and 19thcentury natural history, western scientific expeditions and travel, the Peale-Sellers papers, American Indian languages, anthropology, the papers of Charles Darwin, genetics and eugenics, biochemistry, physiology, biophysics, 20th-century medical research, and modern physics.

The fellowships, funded by The Andrew W. Mellon Foundation, are intended to encourage research in the Library's collections by scholars who reside beyond a 50-mile radius of Philadelphia. The fellowships are open to both U.S. citizens and foreign nationals who are holders of the Ph.D. or the equivalent, Ph.D. candidates who have passed their preliminary exams, and independent scholars. Applicants in any relevant field of scholarship may apply. The stipend is \$1,800 per month, and the term of the fellowship is a minimum of one month and a maximum of three, taken between June 1, 1992 and May 31, 1993. Fellows are expected to be in residence during the period of their award.

There is no special application form and this notice provides all the essential information needed to apply. Applicants should submit the following: (1) cover sheet stating a) name, b) title of project, c) expected period of residence, d) institutional affiliation, e) mailing address, f) telephone numbers, and g) social security number; (2) a letter (not to exceed three single-spaced pages) which briefly describes the project, states the specific relevance of the American Philosophical Society's collections to the project, and indicates expected results of the research (such as publications); (3) a c.v. or résumé; and (4) one letter of reference (doctoral candidates must use their dissertation advisor). Published guides to the Society's collections are available in most research libraries, and a list of these guides is available on request. Applicants are strongly encouraged to consult the Library staff by mail or phone regarding the collections.

Address applications or inquiries to: Mellon Fellowships, American Philosophical Society Library, 105 South Fifth Street, Philadelphia, PA 19106-3386. Telephone: (215) 440-3400.

Applications must be postmarked no later than March 1, 1992. Notice of awards will be mailed no later than May 1, 1992.

WILLIAMS COLLEGE



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1992-93 Academic Year

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The Center supports work that crosses disciplinary boundaries and contributes to the interpretation of culture and the quality of public discourse. We encourage scholarship directed to the wider public, sponsoring projects that are accessible to non-specialists. The Center gives priority to subjects of special relevance to Virginia, including Virginia in the global community, and the experience of women, Native Americans, and other cultural groups. Religious and intellectual freedom and humanistic perspectives on the environment and other public issues are also interests of the Center.

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Fellows are provided up to \$3,000 per month and offices, library privileges at the University of Virginia, and modest secretarial support. Terms are normally one semester or for the summer. One-month residencies are available also. The Center encourages affiliated and independent scholars, teachers, and museum, library, media, and other professionals to apply.

Applications

Applications for Spring 1993 must be postmarked by April 1, 1992. For further information and the required forms, please write or call: Center for the Humanities

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NEW man of Modern Korean Literature, by Respector Yu (Wayne State University Respector State University State University Branches Korean State University States of the 1910-1945 and the States occupation through a study of sayer occupation through a study of the States occupation through the study of the States occupation through a study of the States occupation through the States occupation throu SCHOLARLY **BOOKS**

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Tanslation: History, Post-Structure and the Colonial Context, by Te isda Nitanjana (University of Californ Press; 215 pages; \$35 hardcover III.5 paperback). Draws on writings by Water Renjamin, Jacques Derrida, and halde Mas to argue that translation act-of as a "wife" for d as a "site" for perpetuating unequa war relations; argues, for example, but alssionaries and others in colonial lab turnished indian writings to extend at boards of empire.

Man Engeon: Prophet Against Sacriba, by Paul H. Fry (Roulledge: 224 pages \$55), Traces the career of the 20th-taley English critic.

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Ma Penon Piural: Multiple Personality ad the Philosophy of Mind, by Siephen E. Braude (Routledge: 288 pages: 19,5). Examines the nature of the melliulance to the melliulance to the melliulance to the page 18,50. al ilass known as multiple personality dender, and considers its implications transparedassic problems in the philos-only of mind

his bages, bebate, by Michael Tye (MIT his; 20) pages; \$22.50). Considers the debte in philosophical and psychological cides between those who liken mental tages to pictures and those who liken them to limpustic descriptions.

The heavylete Universe: Totality, Knowlete, and Treth, by Patrick Grim 1841 may 1948, and Treth, by Patrick Grim 1841 may 1948 of logic, there can be no cultural sotion of all truth or of total histories.

Meger's Maxiem and Philosophy, by Rockmore (University of California 13: 39) pages; 545). Challenges the no-led the German philosopher's a svo-low with National Socialism was acci-al or adopted under constitute. do adopted under coercion; argues he arned to Nazism on the baris of histophy, and that his later developed as his barely determined by his consistent helispolitical movement.

Philosophy and the Philosophic Life: A Study in Plato's "Phaedo," by Ilham Dil-

POLITICAL SCIENCE

mages and Arms Control: Perceptions o the Soviet Union in the Reagan Adminis-tration, by Keith L. Shimko (University of Michigan Press; 288 pages; \$37.50). Focuses on the views of Richard Burt. Richard Perle, George Schultz, Caspar Weinberger, and the President himself. Metropoliton Government, by Max Barlow (Routledge; 336 pages; \$65). A study of

city government in London and Manches-ter, Fingland; Melbourne, Australia; San Francisco; and Toronto. Non-Offensive Defence: An Alternative Strategy for NATO? by David Clates (St. Martin's Press; 213 pages; \$69.95). Political Freedom, by George G. Brenkert (Routledge; 304 pages; \$49.95). Examines approaches to political freedom in the conservative theories of Edmund Burke and Michael Oakeshott, the liberal theories of John Locke, John Stuart Mill, and

Isniah Berlin, and the radical approaches of theorists in the tradition of Karl Marx. The Rhetoric of Independence: The Idealogy and Practice of Social Policy in Thatcher's Britain, by Barbara Waine

sectar poncy and the concept of "inde-pendence" in conservative ideology. Strategic Defences in the 1990's: Criteria for Deployment, by Ivo H. Dasiler (St. Martin's Press; 174 pages; 869.95). De-velops strategic, economic, and technical criteria for evaluating the value of the de-ployment of strategic missile defense sys-

PSYCHOLOGY

Viadaesa and Social Representations: Liv ing With the Mad in One French Community, by Denise Jodelet, translated by Tim Pownall, edited by Gerard Duveen (University of California Press; 316 pages; \$49 hardcover, \$15 pageback). A study of Ainay-le-Château, a French town that has been the site of a "family colony" for male mental patients since 1900; explores daily life in the community, where patients live with foster fam ilies, hold jobs, and are free to move about the countryside.

(Berg Publishers, distributed by St. Mar-tin's Press; 182 pages; \$35). Examines the relationship between Conservative Party social policy and the concept of "inde-

ernment agencies.

Managers from the Massachusetts Welfare, Training, and Employment Program, by Robert D. Behn (Harvard University Press; 272 pages; \$29.95). Uses the Massachusetts experience to identify factors that contribute to managerial suc-cess in the political environment of gov-

Exegosis and Spiritual Pedagogy in Mexi-mus the Confessor: An Investigation of the "Quaestiones ad Thalaselum," by Paul M. Blowers (University of Notro Dame Press; 288 pages; \$29.95). A study of the 7th-century Byzantine theologian's

Questions to Thalassius.
The Meaning of Jewish Existence: Theological Essays, 1930-1939, by Alexan-der Altmann, edited by Alfred L. Ivry, translated by Edith Ehrlich and Leonard H. Ehrlich (University Press of New England; 169 pages; \$45). Includes previously untranslated essays written when the au-thor was a young scholar and rabbi in Berlin.

SOCIAL WORK

Child Welfare: An Africantric Persy

edited by Joyce E. Everett, Sandra S. Chipungu, and Bugart R. Leashore (Rutgers University Press; 325 pages; \$40 hardcover, \$15 paperback), includes original essays that discuss the transformed page. mation of child-welfare policy and prac-tice for black children.

Public Order and Private Livas: A Critique of Conservative Criminology, by Michael Brake and Chris Hale (Routledge: 208 pages; \$67.50 hardcover, \$17.95 paper-back). A study of the ideology and politics of criminal-justice policies in contem

THEATER

Modern Drama and the Rhetoric of The-ater, by W. B. Worthen (University of California Press; 240 pages; \$38). Explores the relation between modern drama and the spectator, and identifies rhe-torical strategies that distinguish "realis-tic," "poetic." and "political" theater. With an Air Debonair: Musical Theatre in America, 1785-1615, by Susan L. Porter (Smithsonium Institution Press; 631 pages; \$55). A history of early American

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Meet "a group of people who want to make a revolution in Hollywood," reads the advertisement for a seminar on the perils of contemporary popular culture.

For one week in March, Hillsdale College will bring together activists. critics, film producers, and Hollywood executives to discuss what's gone wrong with film. television, and popular music. "We don't see popular culture reflecting the heartland values, the ideals of family, church, and local community which were once the bedrock of the American experience," says Lissa Roche, director of seminars for the college. She said the "Culture Wars" program, which is open to the public, would not be outright popculture bashing, but would include reports from media executives trying to offer more positive portrayals of popular culture.

Speakers will include the film critic Michael Medved and the humorist P. J. O'Rourke. Also speaking will be Gary Bauer. president of the Family Research Council, and Tim Penland, a producer of films with Christian

Hillsdale sponsors several lecture series a year with conservative issues. Students can receive course credit for attending the lectures and subsequent discussion groups. For more information, contact Ms. Roche at (517) 439-1524.

Colleges with successful faculty-development programs will be eligible to compete in a new award program sponsored by higher education's largest pension companies.

Beginning in 1993, the Teachers Insurance and Annuity Association and the College Retirement Equities Fund will give the "Hesburgh Award" to an institution that has been judged to have an effective facultydevelopment program for improving undergraduate teaching. The winner will receive \$25,000.

The award is named for the Rev. Theodore M. Hesburgh, president emeritus of the University of Notre Dame and a former TIAA-CREE trustee, Clifton R. Wharton, Jr., chairman and chief executive officer of TIAA-CREF, announced the award at the American Council on Education's annual meeting last month. He said he hoped the award ntion to faculty development and "provide proven concepts for inspiration and replication." The first award will be presented at next year's ACE meeting.

"We believe our participants understand us to be much more than just a provider of retirement plans and insurance," Mr. Wharton said.

Two-year and four-year public and private institutions are eligible. Institutions can nominate themselves or be recommended by others. A panel will evaluate the nominated programs.

Personal & Professional

Scientists Find That Moving a Laboratory May Be as Expensive as It Is Tricky

Many researchers relocate at least once in their careers; it's a 'pain,' says one

By DEBRA E. BLUM

When Josef Michl moved his chemistry laboratory last year from one university to another, he had to make sure that \$3,000 handmade quartz bottles that store liquid gases were packed as delicately as eggshells for the trip, that the organic chemicals synthesized by his research team were transported at the proper temperature, and that his 14-foot-tall spectrometer would fit into his new lab space.

"I can look back at all the stories of the move now with humor, but I can still say in four words what moving is like," says Mr. Michl. "It is a pain."

In 1986 he moved his laboratory from the University of Utah to the University of Texas at Austin, and last year he moved again to the University of Colorado at

An Array of Difficulties

Mr. Michl and other research scientists say they face an array of difficulties and details when they leave one university for another, bringing much of their research effort along with them. But because universities are constantly snapping up faculty members from each other, and because some universities make them offers they can't refuse, it isn't unusual for scientists to make at least one move during their academic careers.

Installing scientists can be extremely expensive. So-called start-up packages offered to new scientists as well as to senior scholars moving to a new institution usually include money to buy equipment, renovate laboratories, and begin research. After the university's initial layout, however, professors are expected to support their own research with grant money.

Professors who move from one campus to another usually take with them a variety of pieces of sensitive scientific equipment, samples from experiments, computers, Continued on Page A16



Josef Michl, shown in his chemistry laboratory at the U. of Colorado, transported some research samples from Texas in picnic boxes filled with dry ice.

Administrators' Median Salaries Up 2.6%, Trailing Inflation

Continued From Page Al

tions fared the best; their median salaries rose 3 per cent. Median salaries of administrators at doctoral institutions increased 2.3 per cent; at comprehensive co 1.6 per cent.

The association's survey, which has been conducted annually since 1977-78, tracks median salaries for 167 administrative positions. The percentages it reports are the average increases in the medianor the middle value—in a group of salaries.

Increases Depend on the Job

The increase that administrators received in their paychecks often depended on the type of job they held. Median salaries for administrators in academic and external-affairs positions increased by just over 3 per cent in 1991-92, while salaries for their counterparts, in executive, student-services, and other posts rose 2.2 to

Median salaries for administrators at all institutions in 1991-92 ranged from \$21,889 for admissions counselors to \$173,287 for deans of medical schools. (Last year's survey put the median salaries for those two positions at \$21,523 and \$160,172, respec-

In this year's survey, a seventh adminis-

"I don't see any encouraging indicators that the situation Is going to improve in the

coming year. If I had a crystal ball, I would anticipate that

increases will be even lower."

trative category was added to the list (MX). The newcomer was the chief heath professions officer, the senior administrator responsible for an institution's tals, clinics, and health-related degre programs. The job had a median salan all institutions of \$105,000 this year, cor pared with \$89,444 in 1990-91.

Six Categories Above \$100,000

Six other administrative categories if ready had median salaries in excess d SIIN) (NN). They are the deans of medicing law, dentistry, public health, and veter nary science, and the administrators a hospital medical centers.

While the salaries of a few top admin trative jobs rose significantly, such as the chief health-professions officer, most Continued on Pose h

ACT	FILE:	Median	Salaries of	College	and Unive	rsity Admi	nistrators,	1991-92	

	All		Osmora.	Belara						_	-	
Executive	Institutions \$99,452	Doctoral \$150,000	Compre- honelys \$110,680	Bacos. Jaureste 205 001	2-year		Administrative, continued	Ali Institutions	Doctoral	Compro- hensive	Bacca- igureate	2-yesr
Chief executive of a system Assistant to chief executive of a system	62,676	76,392	\$110,680	\$86,881	\$89,669 50,170		Director, administrative computer center	\$47.230	\$67,830	\$49.500	\$38,580	\$43,457
Chief executive of a single institution	95,500	133,775	101,308	93,500	80.400		computer center	41,861 49,410	58,200 72,683	. 43,500 53,840	29.000 41.292	37,172 41,740
single institution	46,723 75,743	62,400 115,000	51,306 75,000	40,000 63,097	40,954 68,537	•	Associate director, physical plant	41.262	56,004	42,024	32.010	34,800 27,162
•	All Institutions	Doctorel	Compre- honalte	· Bacca- laurente	2 year		Manager, landscape and grounds Manager, building	31.723	38,690	30.944 34.279	26,800 30.163	31,483
Academic Chief academic officer	\$72,676	\$113,300	\$84,500	'	\$61,083		Manager, technical trades	35,097 37,588 30,120	43,264 43,189 37,380	34,279 35,544 30,337	30.000 24,845	32,890 27,290
Chief health-professions officer Director, library services	105,000 47,064	163,611 80,000	57,000	39,000	41,322	•	Manager, power plant	39,460	44,083	36,764	37,828	_
Circulation librarian	29,165 33,611	35,038 40,035	30.614 33,241	23,250 28,125	31,935 33,600		Comptroller	50,000 30,531	72,200 40,000	52,379 29,744	42,500 24,000	43,374 28,616
Technical-services librarian Public-services librarian	33,817 36,000	50,645 50,236	36,457 36,298	27,600 28,403	33,451 37,552		Director, accounting	41,508 30,000	53,450 32,330	41,400 31,0 9 2	32,240 25,090	35,244 29,532
Reference librarian	31,328 48,980	39,950 59,750	31,615 50,124	27,675 38,485	34,124 45,072	··	Staff accountant, lowest level	24,228 36,630	24,652 48,420	25,525 36,369	21,325 28,603	24,460 33,232
Associate director. Institutional	38,474	42,603	36.750	27,150	35,185	٠.:	Associate bursar	30,213 38,976	35,941 53,000	30,394 38,780	19,000 30,089	33,415
Director, educational-media services	35.931	50,736	37,030	29,845	37,131	:	Associate director, purchasing	36,000	44,404	30,800	23,600	27.790 25.225
Director, learning-resources center Director, international studies	38,742 47,947	49,074 54,636	37,736 47,038	30,089 38,000 38,620	42,963 41,000		Associate director, bookstore	29,088 25,750	47,4 1 5 33,434	35,338 24,403	24,150 20,290 41,600	27,025 35,010
Director, academic computer center Associate director, academic	47,800 42,809	72,000 54,770	48,850 43,308	28,500			Director, internal audit	47,706 51,180 23,213	55,148 53,090 30,076	41,153 50,477 23,500	37,715 17,992	43.068 22.040
computer center	47,874	62,496	45,093	34,109	41,033		Manager, mail services Director, campus security	23.213 37.382	53,529	38,560	29,000	31,858
Dean, architecture	90,441 90,168	93,300 104,220	70,250	=	= ;	 	Director, risk management and insurance	51,266	54,727	44,150	_	_
Dean, arts and letters	61,944 72,363	93,672 96,696	69,400 72,900	54,104 58,688	51,330 52,182		Administrator, hospital medical center	136,667 Ali	147,224		Specs-	
Dean, business	71,658	108,333	77,509	54,919 37,008	49,957 47,665	.	External affairs	Log lift Hone	Doctoral	herena .	loureals	2-year \$48,298
Dean, continuing education		93,350 80,128	59,800	43,900	49,490	. :	Chief development officer Director, annual giving	\$64,000 36,130	\$89,310 42,285	\$70,284 35,517	\$60,154 32,822	35.343
Dean, dentistry	120,000 70.000	124,674 89,362	70,013	46,680	48,825	. :	Director, corporate and foundation relations	43,343 30,725	51,494 37,613	42,000 30,000	39,700 26,993	40,090 36,000
Dean, engineering	90,400 62,899	109,668 89,100	84,800 	 	150,66	· :	Coordinator, resource development . Director, estate planning	48,900	60,000	48,150	41,458	_
Dean, fine arts	65.050 70.784	88,511 89,100	69,227 64,500	40,010 49, 9 08	46,288		Chief public-relations officer Director, governmental relations		70,422 67,500	46,920 61,125	36.943 	36,600
Dean, health-rolated professions	65,000	89.318	71,466	51,909	49,617	1.	Chief development and public-relations officer		100,000	72,677	52,198	44,898
Dean, home economics	82,000 50,992	90,000 93,002	65.000	43,200	52,375 58,820		Director, alumni affairs	36,490	54,000	38,192	31,049	28,680
Dean, instruction	57,854 124,965	129.972	122,000	-			Director, development and alumni affairs	45,000 45,856	67,930 56,175	47,500 48,000	42,000 43,059	36,953
Deen, library and information sciences	69,607	85,238	84.547	_	52,381	٠.	Director, church relations	36,000	_	32,010	37,480	49 104
Dean, mathematics		184,250	54,583	39,015	51,453 —		Director, community services Director, publications	. 36,915	46,800 46,000 34,409	40,291 37,031 29,332	35,084 30,200 24,305	43,104 35,000
Dean, music		88.117 92,711	61,500 67,600	34,867 47,273	46,412		Associate director, publications Manager, printing services	. 30,990	40,571	30,88B 37,836	23,900 29,500	28,417 34,192
Dean, phermacy	99,300			_	_		Director, Information office Director, news bureau	. 33,168	51,348 42,786	32,639	25,355	
Dean, public health Dean, sciences		103,331	68,000 67,571	44.769 42.662	50,476 52,150		Student services	All supplications	Destarel	Compre- han 1/4	Bricos Japrosto	2 year
kuonoios fainos, need. Now leinos, need.	51.714 84,043				-	-	Chief student-effairs officer Dean students	. \$00,002	\$89,000 60,211		\$52,047 40,000	\$55,000 51 ,093
Dean, special programs Dean, undergraduate programs	48,469 . 59,500		56.410 58,240	42,100 52,135	43,324	٠.	Chief admissions officer Associate director, admissions	. 45,621	56,496 39,666	49,975 33,760	40,868 28,584	38.718 28,500
Dean, veterinary medicine . Dean, vecational education	. 110,250 54,085		70,700	_	51,924		Admissions counselor	. 21,889	25,000 26,395		20,000 27.720	25,035 29,500
Administrative	AH Institution	na Doctoral	Compre- hepsive	Bacos- laureste	2-year		Director, admissions and registrar .	. 46,989	67,900 57,170		35,550 34,022	44,434 36,755
Chief business officer	\$68,500	\$100,600		\$63.623 57,240	\$58,124 60,718		Registrar	. 33,790	41,050 31,656	33,650	26,502 21,500	33,009 26,143
Chief administration officer Chief financial officer				60,359	50,494	4	Assistant registrar Director, admissions and financial aid	48,550	-	59,438	46,250	41,958
Director, environmental health and safety	46.897			30.513	42,097	1	Director, student financial aid Associate director, student		54,832		34,167	36,593
Director, telecommunications	46.736 62,797		61,114	49.054	57,587 45,206		financial aid	., 40,728	38,760 53,476	41,213	24,000 34,715 25,344	26,000 27,007
Chief budget officer	55,030 43,460	64.760 51.600	51,170 40,399		35,831 		Associate director, food services Director, residence halls	34,042			25.344 28,350	26,143
Chief planning and budget officer	70,200	81.000			_	1	Associate director, student housing Housing officer, administrative	31,860	42,066	-		
General counsel	73,826 . 55,461			_	-		operations	32,320 26,702	34,716	3 26,810		22,211
Chief personnet and human					44.656 39,488		Director, foreign students	33,643	41,037			
Associate director, personnel Manager, benefits	33 576	0 41,672	30,200	26.562	29,647 36,193	 	and student activities Director, student union	38,070				
Manager, training and development Manager, employee relations	36.19 40.80	3 37,900 3 40,635	5				Associate director, student union .	33,819				
Manager, labor relations Manager, employment	49,66				30,635		Director, student solivities Director, student placement Director, student counsaling	36,875	49,00	0 39,327	30,285	35,183
Manager, wage and salary	37,14	7 39.866	6 32.474	34,265	_		Associate director, student counselle					
Manager, personnel information systems Director, affirmative action and	36,13	0 39.77			43,062		Director, student health		88,00	0 72,03	70,000	·
equal employment Associate director, affirmative active	51.31	5 57,14	5 45,231	44,882	40,002		Director, student hesith services, nurse		39.49	0 32.430	3 24,400	27,900
ano equal employment	38.01	,6 38.01°	6 -		_		Director, campus ministries	32,000				
Director, personnel and afformative action	39.55		_ 44,492 6 60,000		38,811 47,323		Director, athletics	49,100	0 63,35	0 52,69	3 44.020 0 34,019	9 -
Associate director, computer center	r 45.66	2 64.74	3 46.98	7 37,000	38,700 40,408	12	Director, sports information	28,000	0 36,04	18 28,42	B 22,12	5 —
Data base administrator	43.70			30,680	35,395	, (h)	Director, campus recreation Chief, enrollment management	04,37	2 68,67	8 59.84	4 51,00	0 44,678
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Systems analyst, highest level	32.00	35.03 36.00		3 28.895	32,801		Director, minority affairs	30,22				-
Systems analyst, highest level	32.00	35.03 34 36.00 32 27.43		28.895 0 24,500	32,801 27,125	(42 pe	Director, minority affairs Director, conferences	30,22				5 34,060 SEL ANSOCIATION

Relocating a Lab Can Be Painful, Scientists Discover

Continued From Page A14 and piles of books and lab manuals. Many also bring along members of their research team—technicians, postdoctoral researchers, and oth-

Everything from glass test-tubes to multi-ton cooling towerswhich cool and recirculate water that has been heated during scientific processes-must be relocated without damage. Sometimes hazardous chemicals or live laboratory animals must be transported.

2,000 Mice in a Van

"There are many differences between moving a laboratory and moving household goods," says Lou Winters, a sales representative for a Texas moving company called Central Transportation Systems. "Handling a high-powered, \$100,000 spectrometer for a physics lab is much different from handling a dishwasher. For one thing Texas to Colorado, he and his asthe moving insurance is higher. For another, we have to pack things differently because the instruments transport research samples that investigators and the assistants are so delicate, and sometimes we would have decomposed during who come with them. Professional have to put them in specially designed trucks."

Mr. Winters's company once transported 2,000 laboratory mice from a Midwestern university to the University of Texas at Austin in a climate-controlled moving

When Mr. Michl moved from



the country required the use of 40 18-wheel trucks.

sistants packed their cars with pic- oratory equipment, but also the nic boxes filled with dry ice to household goods of the principal the trip if they were not kept at movers say a move can cost from least as cool as minus 100 degrees \$10,000 to \$300,000 depending on moved from Stanford University.

Moving a laboratory may be as expensive as it is tricky.

The institution to which the sci-

people on the research team. Professors who move pay their time. Anywhere from one to 18 not ready at the time, much of it entist is moving usually picks up months may elapse before a new was stored in warehouses.

of equipment, and the number of

laboratory is up and running in its new location.

Almost three years passed before John M. J. Madey's new laboratory at Duke University began full operation in December after he the size of the laboratory, the kind Mr. Madey begun shipping equipment to Duke in 1988. But because the building that now houses his more than 50,000-square-foot Free own price in terms of lost research Electron Laser Laboratory was

_{Personal} & Professional

ant. Gas pumps, exhaust hoods, It took 40 18-wheel trucks to transport 10,000 pieces of equip. and other items must also be taken ment from Mr. Madey's lab, in Sending a member of the recluding a 30-foot-tall, 20-foot-wide, several-ton cooling tower. Ten members of an Air Force transportation unit helped Mr. Madey label instruments, keep records, and instruct the professional movers on

Personal & Professions'

how to handle pieces of equipment

Because the scientist's research-

which costs about \$3.5-million a

yeur-is primarily paid for by the

Department of Defense, members

of the military offered to assist with

Leroy Hood, a biology professor

who plans to move 20 people and

laboratory equipment valued at al-

most \$5-million from the California

Institute of Technology to the Uni-

versity of Washington this sum-

mer, says the key to his move is

making sure that the Washington

laboratory is prepared for his

miles should be pretty straightfor-

ward," he says. "It's setting up on

Assuring that the work benches,

electrical outlets, and refrigeration

units are in the right place is impor-

0.35 The

"Packing and moving 1,100

team's arrival.

the move, says Mr. Madey.

Vacuum-Tight Boxes

during the move.

search team ahead to make plans or working from blueprints of the new laboratory are good ways to make sure the move goes smoothly, says Sheri Wischusen. She organized the move of Keith Moffat's biochemistry and molecular-biology laboratory from Cornell University to the University of Chicago two years ago. "You can't be too compulsive when it comes to these things," says Ms. Wischusen, who was a research-support specialist in Mr. Moffat's Cornell lab.

Some of his lab instruments were **Negotiations and Bartering** packed in shock-absorbing plastic A complicating factor in switchand specially built crates. Some ing institutions is identifying which equipment needed to be sealed in research instruments belong to the vacuum-tight boxes to prevent oxiprofessor and which belong to the dation or exposure to humidity university, Ms. Wischusen adds. Typically, the equipment in a facul-"I oversaw an operation that ty member's lab is purchased with was massive, complicated, and a combination of university money very delicate," Mr. Madey says.

> "I can look back at all the stories of the move now with humor, but I

can still say in four

words what moving is

lke. It is a pain."

and grant money accumulated by the scientist from a variety of outside sources. The university and the researcher usually have to negotiate-even butter-to decide what stays and what goes.

The process isn't always friend ly, and, according to one research er who asked not to be named, i can sometimes be quite conten lious. The researcher said he and his institution fought over every instument that he wanted to take with him, and he still ended up leaving the campus with only one nuckload of equipment, when he hought he would have at least

Packing Sensitive Materials

Jay K. Kochi, who moved his chemistry laboratory from Indiana University to the University of Houston in 1983, says researchers should "do everything but drive the truck" when it comes to moving a laboratory.

"There's no substitute for actually doing the work yourself with your assistants," he says. "You pack the sensitive materials, you decide the location of fragile equipment in the truck, you make sure the vehicle has air suspension.

Move-which involved transporting a spectrometer the size of a small car and precision magnets that could easily have lost their alignment if they had been josled-nothing was damaged or bro-

"If you plan well and think of all te possibilities and consequences of something going wrong then the actual physical move becomes the lrivial aspect," says Mr. Kochi. What you can concentrate on is the truly important part—the transformation of living in a new place and working in a new environ-

Slim Pay Raises for Administrators Reflect Hard Times

creased only slightly. For example, the median salary of the chief executive of a system rose from \$98,666 in the association's 1990-91 survey to \$99,452 this year. And the median salary of the chief public-relations officer at all institutions increased from \$42,298 last year to

Smallest Increases in 4 Years

\$43,048 in 1991-92.

The last time the survey showed such small increases was in 1987-88, when the median raise for administrators at all institutions was 3.3 per cent-2.5 per cent at private institutions and 4.2 per cent at

private institutions to be about the even lower next year." same, 3 per cent.

Salaries varied by type of instituficer at a public institution is \$76,213, while the median salary for the same post at a private religious college is \$60,000.

Many observers predicted that salary increases for administrators would remain low in 1992-93. Said Mr. Bever: "Unfortunately, 1 tors that the situation is going to improve in the coming year.'

Ms. Donofrio agreed. "If I had a 1991).

This year's survey found the me- erystal ball," she said, "I would dian salary increase at public and anticipate that increases will be

On a positive note, she said, the rate of inflation is expected to be tion. For example, this year's me- lower—hovering around 3 per dian salary for a chief academic of- cent-for the 12 months ending June 1992.

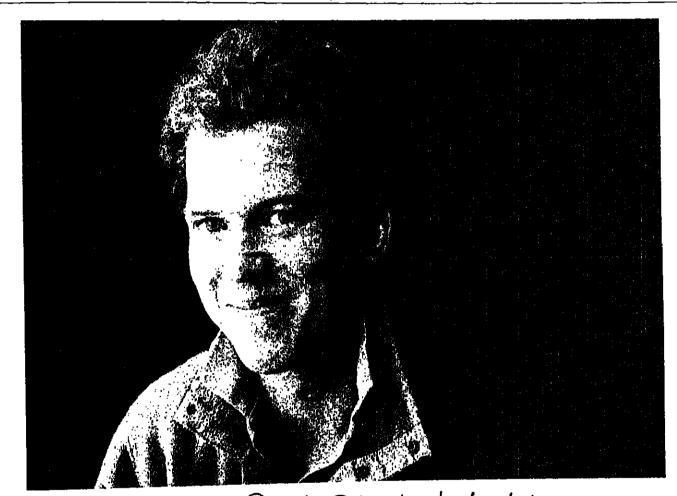
Eye on Faculty Increases

It is not yet clear whether faculty salary increases have also slipped this year. A survey by the American Association of University Professors found that faculty salary indon't see any encouraging indica- creases last year had failed to keep pace with inflation for the first time in a decade (The Chronicle, April 3.

Results of this year's AAOP survey and of a CDPA survey that looks at faculty salaries by disciplines have yet to be released.

A 124-page report of the "1991-92 Administrative Compensation Survey" includes aggregate data by type of institution, budget size, and enrollment.

Copies of the report are available from the College and University Personnel Association, 1233-20th Street, N.W., Suite 503, Washington 20036; (202) 429-0311. The price is \$75 for CUPA members. \$175 for non-members who participated in the survey, and \$295 for all other non-members. The association also does custom-tailored salary studies for institutions that want to make comparisons with peer in-



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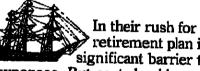
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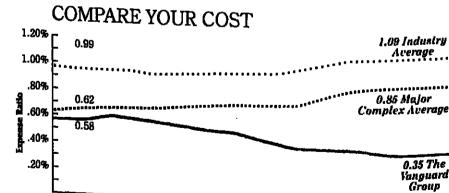
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The chart depicts the Vanguard Low-Cost Advantage. The average 1990 expense ratio of the major mutual fund complexes is 143% higher than Vanguard's average expense ratio. The average 1990 expense ratio for the mutual fund industry is 211% higher. Source: Lipper Directors' Analytical Data, First Edition, 1991.

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THE CURRICULUM

- Association project seeks higher status for general education
- College agrees to a plan for fewer but more-rigorous courses
- New curriculum to stress common experiences, small classes

A three-year project designed tion programs, says Jerry G. Gaff, Jose State, Southeast Missouri to raise the stature of general education got under way last month at the annual meeting of the Association of American Colleges.

As part of the Project on Strong Foundations for General Education, 16 colleges and universities will collaborate on ways to make general education a higher institutional priority. Many of the 16 already have strong general-educathe project's director. The project, State, and Susquehanna Universiestablished with support from the Lilly Endowment, will also spon- ford, Idaho, Maryland at College sor workshops and serve as a clear- Park, and Minnesota at Morris. inghouse for general-education re-

College of St. Scholastica; Roanoke and Union Colleges; Saint Joseph's College in Indiana; Arizona be held June 5-11 at the University State, Ball State, Grand Valley of North Carolina at Asheville. A State, Jackson State, Miami, San

ties; and the Universities of Hart-

making skills they'll need for

tomorrow's senior manage-

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successive year, Arizona

State has upgraded to a

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ment positions.

Meanwhile, as part of a separate effort, the A.A.C.'s member institu-The 16 participants include the tions have until February 14 to approximate fall, all students must also ply to participate in the Asheville Institute on General Education, to similar institute was held last year. 124 credit hours in at least 34

Twenty institutions will be chosen to send teams to the institute, which will feature a symposium and a workshop in which particinants will work on projects outlined in their applications.

For more information contact the association's program office in Washington, at (202) 387-3760.

The faculty at Saint Michael's College has agreed to overhaul the curriculum to require fewer but more-rigorous courses. Under the plan, to take effect

The interdisciplinary requir ment, which could be satisfied by taking one of several existing and take a laboratory-science course. anticipated new courses, "will an interdisciplinary course, and help students see that different discourses in global studies and fine ciplines are connected," says David LaMarche, the college's vice president for academic afficient suitable an interdisciplinary sopharts. To graduate, they must take president for academic affairs. A

Personal & Profession

that will require more reading

writing, research, and contact will

At the same time, faculty teach

ing loads will be reduced, with

the expectation that professors will

devote more of their time to schol-

arship that could enrich their

teaching and knowledge of their

in 40 courses.

professors.

disciplines.

nai & Professional

elegraduates will continue to courses; they now take 120 credit an introductory course in ophical problems. Many three-credit courses will be replaced by four-credit course

Lafayette College has also abauled its curriculum. henew course of study, which

silitake effect in the fall of 1993. sil stress common student experiences in small classes and more contact with professors. It will rethat a distribution plan that emphasizes broad goals rather that knowledge in specific disci-

fluts. Under the new plan, all freshra will take small, writing-intenspe seminars that focus on such bues as the environment or tech-

omore course examining values and conflicts in science and techand social sciences, and foreign

Finally, all departments will de the City University of New York and First Amendment rights are velop an intensive senior-year program, such as a "capstone" course that ties together what students have learned previously, or a research project. It will replace a required interdisciplinary senioryear course that examines broad is-

The faculty felt students should be introduced earlier to the objectives of the current senior-year and anti-white. seminar, said Bernard R. Carman, a college spokesman.

---CAROLYN J. MOONEY

Ouster of Black-Studies Chairman nology. The new plan also includes requirements in mathematics, a Planned by City College President

plans to replace Leonard Jeffries. Jr., as chairman of the black-studies department when his term expires in June, say members of the institution's board.

Mr. Jeffries has been the center marks during a black arts festival been condemned as anti-Semitic

By DENISE K. MAGNER chairman. Mr. Jeffries and his sup-The president of City College of porters say his academic freedom under attack.

Probationary Term

Bernard W. Harleston, president of the college, recommended in October that Mr. Jeffries be reapof a controversy since he made re- pointed as chairman for a probationary term of eight months, rathlast summer. The remarks have or than the usual three years. The CUNY Board of Trustees agreed.

The future of the black-studies Since then, politicians, Jewish department came up again last groups, and other critics have week at a meeting of the CUNY called for his ouster as department board. Several officials who re-

quested anonymity said Mr. Harleston wants to replace Mr. Jeffries as chairman.

According to one official who asked not to be identified. Mr. Harleston told trustees he planned to bring in an interim chairman to take stock of the black-studies department and move it beyond the present controversy. Then, the official said, Mr. Harleston hopes to recruit a distinguished scholar to head the department on a longterm basis.

Mr. Harleston refused to comment on his plans, and Mr. Jeffries could not be reached.

A spokesman for the college said: "The president indicated at the time of the reappointment of Dr. Jeffries that there would be an ongoing review of his chairmanship. That is the case, and we have no further comment.

Meanwhile, college officials say they are investigating new allegations about Mr. Jeffries. In a letter to Edith B. Everett, vice-chairwoman of the CUNY board, a Hispanic female student said she had been in a class taught by Mr. Jeffries in 1989 in which he said that Jews were "dogs."

A Call for Immediate Removal

An article called "In the Classroom with Dr. J.," in the February issue of Emerge magazine, quotes Mr. Jeffries as saying in his classroom at City College: "This course is for people of African descent only." The article said Mr. Jeffries was referring to "an upcoming community series he is teaching on African history and culture." But the statement angered some critics and triggered calls for an investigation of whether Mr. Jeffries was referring to classes at City College.

Herman Badillo, a CUNY trustee and a former New York Congressman, held a news conference last week in which he called for Mr. Jeffries's immediate removal as department chairman. Mr. Badillo also called for an investigation of the most recent remarks attributed to Mr. Jeffries and said it could lead to his removal as a tenured

professor. In an interview with The New York Times, Mr. Jeffries denied that he had referred to Jews as "dogs" or that he had limited his classes to people of African de-

Mr. Jeffries has also become embroiled in controversies outside the New York City area.

The Southern-area director of the Anti-Defamation League of B'nai B'rith. Arthur N. Teitelbaum, has asked the University of South Florida and the organizers of a campus lecture series to reconsider inviting Mr. Jeffries to speak.

Mr. Jeffries is slated to speak ruary 25 at South Florida a part of Black Emphasis Month. Campus officials said he would be paid \$3,000. The university's lecture series, financed by student fees, is sponsoring his talk.

Mr. Teitelbaum said he supported the university's right to invite anyone to speak on the campus. but he questioned the wisdom of giving Mr. Jeffries a platform.

Dan Cusseday, a spokesman for the university, said the university had no plans to stop the lecture. "We try to encourage all points of view," he said.

NEW BOOKS ON HIGHER **EDUCATION**

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in

Academic Program Cloaures: A Legal Com-pendium, edited by Corinne A. Hount (National Association of College and University Attorneys, One Dupont Cir-cle, Suite 620, Washington 20036; 394 pages; \$29.50 prepaid). Presents articles, institutional policy (International College) institutional policy statements, and other texts that provide guidance for adminis-trators and counsel involved in planning Instors and counse; involved in planning program reductions and closures. (This corrects in item that appeared in the January 15 issue of *The Chronicle*).

Assessment and Acoess: Hispanics in Higher Education, edited by Gary D. Keller Lores D. Dencen, and Runhard I. Muster D. Dencen, an

ler, James R. Dencen, and Ruphael J. Mu-gallan (State University of New York Press, State University Plaza, Albuny, N.Y. 12246; 333 pages; \$59.50 hardcover, \$19.95 paperback, plus \$3 for shipping).
Considers such topics as the factors that affect Hispanic students' performance on college admissions tests and the measurement of the state of th ures needed to improve Hispanic access

to the teaching profession.

Constructing Rhotorical Education, by Marie Secor and Davida Charney (Southern Illinois University Press, P.O. Rox 3697, Carbondale, Ill. 62902; 452 pages; \$24.95, plus \$2.50 for shipping). Describes a pluralistic approach to the teaching of rhoto-

ralistic approach to the teaching of rheto-ric and composition.

Economic Challenges in Higher Education, by Charles T. Ciotfelter and others (Uni-versity of Chicago Press, \$801 South Ellis Avenue. Chicago 60/37; 422 pages; \$39.95). Discusses demand for under-gradunte education, the academic labor supply, and costs and productivity at col-leges, and universities.

leges and universities.

En)gendering Knowledge: Faminista in Academe, edited by Joan E. Hartman and Ellen Messer-Davidow (University of Tenaessee Press. Chicago Distribution Center, 11030 South Langley, Chicago 60628; 313 pages; \$39.95 hardcover, \$18.95 paperback, plus \$2 for shipping. Explores major conceptual issues facing feminists in academic life.

More Than an Academic Question: Universities, Government, and Bubble Palley.

atties, Government, and Public Policy in Canada, by David M. Cameron (Institute for Research on Public Policy, P.O. Box 3670 South, Halifax, Nova Scotia B3J 3K6: 472 pages; \$29,95 U.S., plus \$5 for himning). Focuser on the relationship shipping). Focuses on the relationship between higher education and government at both the provincial and federal levels in the post-World War II era.

New Strategies in Higher Education Marketing, edited by Thomas Life

keting, edited by Thomas J. Hayes (Haworth Press, 10 Alice Street, Binghamton, N.Y. 13904: 179 pages; \$29,95, plus \$2.75 for shipping). A monograph edition of the Journal of Marketing for Higher Education, Volume 3, No. 2. Solence at Harvard University: Historical Perspectives, edited by Clark A. Elliott and Margaret W. Rossiter (Lehigh University Press, distributed by Associated University Press, distributed by Associated University Presse.

Includes 13 original casays by historian of science and technology. The Vision of the Public Junior College, 1800-1940: Professional Goals and Popular Aspirations, by John H. Fryc (Greenwood Press, 88 Post Road West, Western Coard (1981). Westport, Conn. 06881; 176 pages; \$39.95 prepaid). Describes the impact of shifting demographic patterns and changing so-cial values on the early development of the private junior college.

University Presses, 440 Forsgate Drive Cranbury, N.J. 08512; 380 pages; 555)

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ROTHER FROM A NEW PERSPECTIVE YOURS.

Information Technology

Software-engineering students at Carnegie Mellon University have developed a computer program that could help future visitors get around Pittsburgh.

Called "Interactive Pittsburgh," the program includes all the city's streets, bus routes, major buildings, and points of interest. Users ask "Where is?" and "Which?" and see answers displayed as graphics on a computer screen.

The program was a collaborative project for 30 undergmduates in a course taught by Bernd Bruegge, an assistant professor of computer science. The students combined data bases on streets, bus routes, and other information provided by the Allegheny County Planning Department and the Port Authority and developed tools to make the system interactive so it would answer questions.

Students created nearly 40,000 lines of code to develop the software, which was built on an earlier program that had been designed to guide people around the university campus.

Lehigh University is beaming graduate chemistry courses by satellite to students at chemical companies who want to earn a master's degree on the job.

The program, which started last month with about 30 students, is being offered in response to requests from chemical companies that wanted to provide advanced education for their employees, says James Brown, director of the Office of Distance Education. He says he expects enrollment to increase to 50 or 100 students by fall.

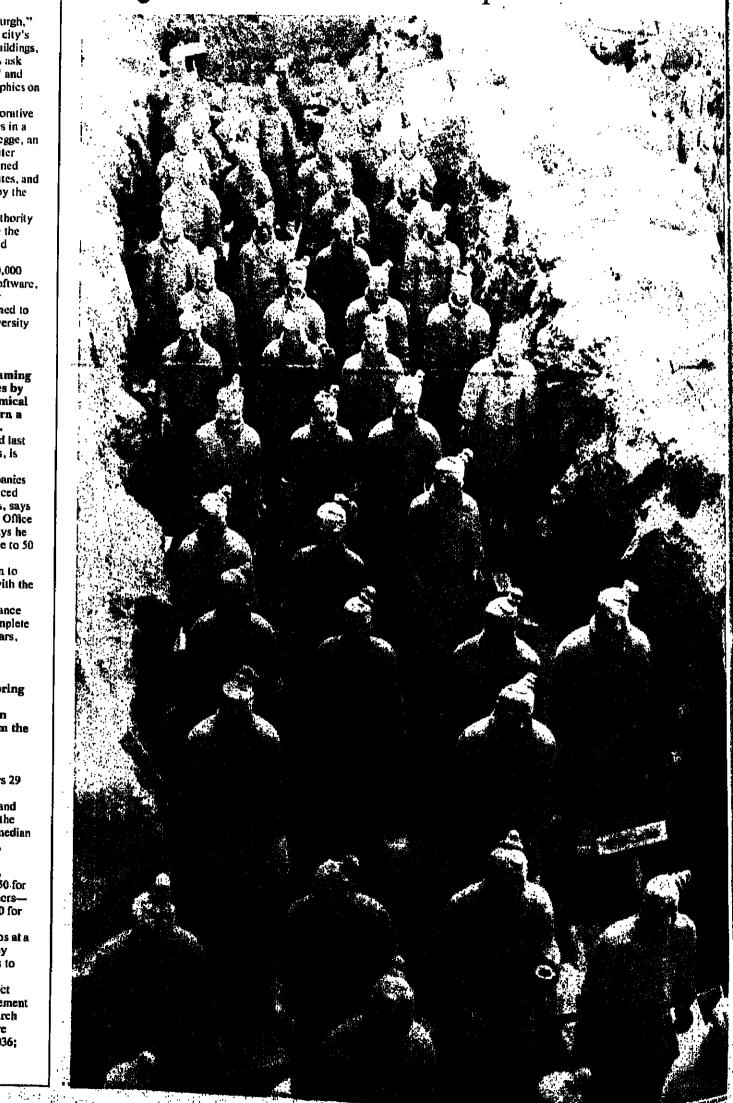
The working chemists listen to the same lectures and work with the same professors as graduate students on the campus. Distance learners should be able to complete the degree program in two years, according to Mr. Brown.

Librarians who want to bring their staffs up to speed on management techniques can borrow training videos from the Association of Research Libraries.

Through its Video Loan
Program, the association offers 29
tapes on such topics as
communication, supervision, and
meeting management. One of the
offerings is a sketch by the comedian
John Cleese called "Meetings,
Bloody Meetings."

To take part in the program, libraries pay an initial fee—\$350 for ARL members and \$410 for others—and a yearly renewal fee—\$100 for members and \$120 for others. Libraries can borrow two videos at a time for two weeks. The money generated by the program goes to purchase new videotapes.

For more information, contact Karen Welter, Office of Management Services, Association of Research Libraries, 1527 New Hampshire Avenue N.W., Washington 20036; (202) 232-2466. Videodisks Offer a Detailed Portrait of Qin, the First Chinese Emperor



After 20 years, Western scholars get access to information on a key archaeological find

By BEVERLY T. WATKINS

Sometime after he came to power in 246 a.c., Qin Shi Huang Di built an elaborate aderground tomb near Xian in China's Shanxi province. The burial site contained more than 7,000 life-size terracotta fgures of warriors with horses and archers with arrows, and a bronze chariot with a

The site, which fell into oblivion for about 2,200 years, was discovered in 1973 when peasants digging a well unearthed fragments of one of the figures. Those fragments, which brought archaeologists burying to the site, became part of one of the most significant finds of this cen-

Since the discovery, Western scholars have been frustrated in their efforts to get more information about the excavation and the artifacts of the first emperor of China. Chinese authorities have let few items travel outside of the country. Chinese publications and pictures, scattered through government organizations and maseums, have been largely unavailable. Qui specialists in China have remained in-accessible to Westerners.

Now, after almost two decades, archaeologists, art historians, and specialists in
Asian history have access to a detailed record of the discovery. Project Emperoral,
which has been collecting materials for
avon years, has issued two interactive
videodisks with film footage from the excavation, images of artifacts, interviews with
(in specialists, and the full text of many
articles about the find.

Negotiations for Distribution

The set of double-sided disks, called The First Emperor of China." is the first commercial product of the project, which is directed by Ching-chili Chen, professor and associate dean of the Graduate School of Library and Information Science at Simmons College here. In 1984, when Chinese authorities gave Ms. Chen permission to collect materials in China, they did not give approval to distribute them. Only in 1991, after much negotiation, did Ms. Chen obtain permission to make the videodisks available.

"By organizing and recording the tremendous amount of information on this sle and its relics on videodisk, we make his period of history come alive in an accessible way," Ms. Chen says. "This is tick source material for research and study. No one else has it,"

Ried H. Martinson, a professor of art and Asian studies at the University of Tennessee at Knoxville, has used the disks lines. November. He says they provide aluable resources for both teaching and tearch.

Mr. Martinson, who teaches a survey course in Chinese art, says "Emperor" is

The burial site planned by China's first imperor included some 7,000 life size largeoita figures of warriors. It was likebyered by peasants in 1973.

"one of the most detailed programs of art history I have ever seen."

"The program enables me to do a much better job with the Qin Dynasty," he says. "I can write a story about the period. I can call up images and information. Other programs don't have text information."

In addition to their use in the classroom, Mr. Martinson says, the "Emperor" materials will let him compare Xian, an ancient Chinese capital, with ancient cities in Sichuan province for a research project he has started.

Better Than the Real Thing?

Viewing the "Emperor" disks may be better than visiting Xian, says Ms. Chen. Because the site is so popular, visitors are given little time to look around. "Between, 5,000 and 6,000 people are very usual for one day. There are 30,000 people each day at high time," she says. "People just go in

and walk out in five minutes. You do not see anything. It is very disappointing."

With the videodisks, she says, "if you can't go to the place, we will bring the information to you."

"If you go and can't see, we will still

"If you go and can't see, we will still bring the information to you."

Project Emperor began more as an attempt to explore the use of videodisk technology than as a research project on Qin art and archaeology.

"My interest and expertise are in newtechnology applications," Ms. Chen says.
"My previous projects were in science and medicine, and I was identified with that."

Should be "My bidden chellenge way to

She adds: "My hidden challenge was to demonstrate that technology is a very effective means to whatever end."

In the early 1980's, when Ms. Chen was looking for a cutting-edge project, museums around the world were showing terracotta figures from Xian. The Qin Dynasty,



Ching-chih Chen of Project Emperor-I: "My hidden challenge was to demonstrate that technology is a very effective means to whatever end."

one of the most important historical and archaeological periods in China, was capturing the imaginations of museum visi-

Qin Shi Huang Di, whose dynasty lasted from 221 to 206 B.C., conquered a number of warring states to unify China. But he made other contributions, among them a unified written Chinese script, standardized weights and measures, and an extensive transportation system. He also is given credit for completing the Great Wall.

Ms. Chen, who was born in China, decided to focus her project on her country's history and archaeology. "Emperor' was a wonderful combination," she says. "It has the ability to draw people's attention. People say, "Wow."

Hardships of Travel

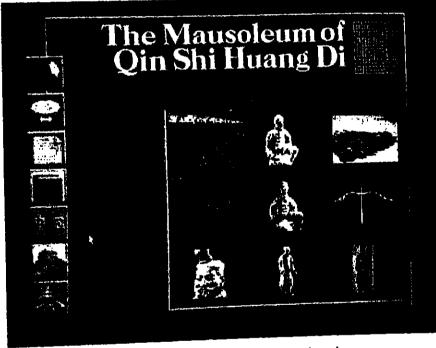
The decision to produce "The First Emperor of China" was the easiest part of the venture. Acquiring financial support, as well as permission from Chinese authorities to visit important sites, proved difficult. The hardship of traveling in an undeveloped country and dealing with an incompatible culture were sometimes overwhelming, Ms. Chen says. Coping with sensitive camera and video equipment, difficult under any circumstance, was grueling, 7,000 miles from home.

In 1983, when Ms. Chen proposed "Emperor" to the National Endowment for the Humanities Project on Libraries, the endowment declined to support it. According to Ms. Chen, the panel that reviewed the proposal rejected it on the ground that Chinese authorities had refused permission for similar projects from experts in the field, and Ms. Chen was not even in the field.

Eventually Ms. Chen, who had been a consultant on information technology to educational and cultural institutions in China and elsewhere, persuaded the endowment to give her a small planning grant to find out if the Chinese could be prevailed upon to approve the venture.

gained permission from the Ministry of Culture of China and the affiliated Bureau of Museums and Archaeological Data in Beijing, and from the Shaanxi Provincial Bureau of Culture and Cultural Relics in Xian, to gather materials for the videodisks.

The approval came with restrictions, however. "The Chinese gave us permission for a research-and-demonstration project. University people studying this field could utilize it for research purposes," says Ms. Chen. Because the Qin artifacts are a national treasure. "Emper-Continued on Page A23



Menus developed for a prototype of instructional software based on Project Emperor-I offer a series of options for further investigation.



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TECHNOLOGY UPDATE

■ Floppy disks used to recruit students

■ Software makes chemistry calculations

material to potential students on floppy disks. The university mailed about

3,000 disks last year to high-school students selected for their high grades and test scores, says John R. Reed, production manager for instructional media.

The disk contains a program called "The UC Davis Adventure." When the disk is inserted in the computer, an image of a dorm room, with a desk, bed, bookcase, and bicycle, appears on the screen.

By clicking a mouse on the objects in the room, students can learn about the university. "Click on the sports pennant on the wall," says Mr. Reed, "and you get information about athletics. Click on the checkbook on the desk, and you get information on fees."

Mr. Reed says the disks have a greater impact on prospective students than a standard brochure, or even videotapes, which have become increasingly common. "Only a few other schools are doing this right now," he says.

For more information, contact John R. Reed, Instructional Media, Room 19, Olson Hall, University of California, Davis, Cal. 95616; (916) 752-6529.

A professor at Eastern Michigan University has developed a computer package that he says makes calculations easier for students learning chemistry.

The package, called "CHEMI-CALC," consists of software for a desktop computer and a special keypad. Some keys represent the complete periodic table of elements and others perform special functions. The keypad can be used with a standard computer keyboard or separately, says Bert Ramsay, a professor of chemistry and the package's-developer.

Mr. Ramsay says the package makes chemical calculations much faster and more reliable and lets students correct mistakes easily. "If you're doing this stuff on a calculator, and you make an error,

you might not even know it." Some chemistry professors have told him they fear his system would make chemistry "too easy for the students," Mr. Ramsay says. "That's just what they used to say about calculators in math classes, but now they're common and recognized as very useful."

Mr. Ramsay has established a company to market his product. For more information, contact Bert Ramsay, Chemical Concepts Corporation, 912 North Main Street, Ann Arbor, Mich. 48104;

(313) 487-1849.

-DAVID L. WILSON

Briefly Noted: The Journal of Educational Multimedia and Hypermedia, a new international quarterly, is available from the Association for the Advancement of Computing in

The University of California Education. An annual subscription at Davis is sending recruiting with membership costs \$45 for individuals and \$68 for institutions. For more information, contact AACE, P.O. Box 2966, Charlottesville, Va. 22902; (804) 973-3987; AACEŒVIRGINIA.EDU.

> ■ The 1991 issue of Computing in Musicology, an annual music-research digest, is available for \$20 from the Center for Computer Assisted Research in the Humanities, 515 Middleffeld Road, Suite 120,

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Continued From Page A27 or is very close to the Chinese chest for anyone to have access. They wanted to make sure we would not casually distribute the

Following China's decision, the NEH approved support that eventually totaled \$292,000.

3.000 Pounds of Equipment

In late March 1985, Ms. Chen and a team of six researchers and technicians flew to China, taking with them 3,000 pounds of camera equipment. For three weeks the group mined museums and sites in Beijing, Shanghai, and Xian for materials about Qin Shi Huang Di.

"We started with zero knowledge and zero material." she says. "We had to collect information from the ground up.

When they finished their work, team members had images of arlifacts, photographs, drawings, maps, charts, and building plans. They had film of the interiors and exteriors of museums and archaeoogical sites and aerial views of the Great Wall. They had 60 hours of videotaped interviews in English and Chinese with 10 experts on Qin history and art, as well as on the economic, military, political, and social systems. Chinese agencies supplied archival film footage of the excavation, as well as previ- it. ously unavailable publications.

The research team included three Qin scholars-Kwang-chih Chang, a professor of anthropology at Harvard University; Wu Tung, curator of Asiatic art at the Boston Museum of Fine Arts; and Robin D. S. Yates, professor of Asian studies at Dartmouth Col-

'Since 'Emperor' is not my field, I was very sensitive to accuracy," Ms. Chen says. "I will sacrifice technology but not content. Content is the reason 'Emperor' will survive.

Although the project had official approval, working in China was a readache, she says, "We were working in a country where everything was incompatible to usfrom the electricity to the telephone system to cultural back-

In China, she says, "the culture does not encourage you to stand out. Anytime you have to do a project that stands out-like 'Emperor'—the Chinese people working with you become nervous."

Tripping Over Bureaucracy

The team members constantly tripped over Chinese bureaucracy. "With every museum, you have to make a different arrangement," says Ms. Chen, "If Beijing says Yes, Xian says No. If Xian says Yes, the museum says No. If the museum says Yes, the people in the museum say No. And the people in the museum have the key."

Ultimately, she says, she adopted a do-or-die philosophy. "If it is difficult or impossible, we will do

In early June, six weeks after the

216,000 Images From a Key Archaeological Site in China "The First Emperor of Chi- an Apple Macintosh computer can search for specific topics in na" is two double-sided video- or an IBM PC or compatible ma- six ways-hy date, location, disks with 216,000 images— chine with a monitor, keyboard, 20,000 still pictures and the rest and mouse, a video monitor, a mation, subject, or a combinafull-motion video—and two videodisk player, and connect- tion. hours of audio on Qin Shi Huang Di and the excavation of

Several Academic Levels

also contains the full text of To use the interactive videomany publications from both disks, users call up the main in-American and Chinese sources. dex, which is available in both The first disk introduces Oin English and Chinese. The index Shi Huang Di, documents the lists modules that, among other discovery of terracotta figures things, provide access to inforat the burial site, and tours the mation at different academic Museum of Qin Terracotta Figlevels. One module, called Inures of Warriors and Horses. teractive Research, is designed built over Pit No. 1 of the excafor the scholar, for example, vation. The disk also docuwhile another, called General ments the excavation and resto-Information, is tailored for highration of a bronze chariot that school students and the general was unearthed after the figures. public. Each module is accessi-The second disk is composed ble by clicking on an icon.

entirely of oral interviews, in Although the "Emperor" both English and Chinese, with disks include many media, for Qin scholars, who outline the users the system is seamless. significance of the archaeologi-By clicking, they can look at cal find and add details about any moving or still image and any text anywhere. If they are To view the disks, users need not looking for anything in para multimedia system with either ticular, they may browse. They

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Users can move forward and backward through pictures and text, zoom in on details-an eve, a nose, a bit of color-and rotate artifacts to get different perspectives. They can move through the disks quickly or slowly, jump ahead or back, and stop at any place they wish.

"The First Emperor of China" is available for \$349 from Project Emperor-I, Graduate School of Library and Information Sciences, Simmons College, 300 The Fenway, Boston 02115; (617) 738-2224; CHEN-WBARSON BITNET.

Selected Qin materials are available for \$99.95 on a single for \$69.95, from the Voyager Company, 1351 Pacific Coast Highway, Santa Monica, Cal. 90401; (800) 446-2001 or (213)

-BEVERLY T. WATKINS

team returned from China and nine months after the project started, the saga of the Xian excavation and all available materials about the first emperor of China had been preserved on videodisk.

the artifacts.

Project Emperor has expanded verting the images on the disks

well beyond the original intent in from analog to digital form, and ex-

his burial site in Xian. The set

1983. For the last several years. perimenting with different types of Ms. Chen says, she has been using the vast amount of information on the videodisks to develop software for college courses. She is also cre-

compact disk for eventual academ-"The project began as R&D and ended up becoming so huge it can reach every segment of society."

she says. "We can develop prod-

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Astronomy, "StarFinder," for IBM PC and compatibles. Requires "Win-dows." Displays an atlas of the sky in the Northern Hemisphere; includes 1.148 stars and 342 deep-sky objects \$25 for members; \$75 for others. Cor act: Wisc-Ware, Academic Compilling Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608)

Biology, "Membrane Potential Tutoriul." for Apple Macintosh, Requires "HyperCard." Tutorial explores iembrane structure and permeability the Donnun Equilibrium, the Na/K ATPase Pump, the Nernst Equation and the Goldman Equation; \$29; quan tity discounts available. Contact: In llimation, Department GAPO, P.O. Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

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Student services, "InfoQuest Services Software, Version 3.0," for Apple Macintosh or IBM PC and compatibles. Contains a package of four modules: BookMate" lets students purchase used textbooks from other students: "ClassMate" lets students obtain class notes and tests from other students; "KeyMate" assigns numbered lags to keys for lost-and-found pur-poses; "RideMate" matches students for carpools; \$425 for the first three modules: \$325 for "RideMate"; \$662 for all; site licenses available. Contact Advantage International Inc., P.O. Box 17556, Tampa, Fla, 33682; (813)

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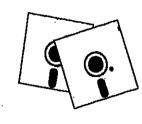
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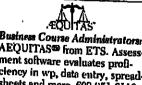
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> Mélange **B2**

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THE CHRONICLE OF HIGHER EDUCATION

Section 2

February 5, 1992

OPINION

The Struggle for Feminist Purity Threatens the Goals of Feminism



By Daphne Patai

NUMBER OF YEARS AGO I got the idea of putting together a volume with the title "Ideological Policing in Contemporary Feminism." The episodes leading to this intention are by now a bit vague in my mind, but they included stories told to me by feminist colleagues, for example about being criticized by other feminists for wearing make-up, for being heterosexual, for wanting a door put on an office and thus gaining some unsisterly pri-vacy from the feminist staff members in the adjoining office.

In my own courses in women's studies, I have seen similar examples of intolerance among my students-eyes rolled to ceiling in exaggerated disapproval of a classmate's reference to her "boyfriend"; heated criticisms by young women in sturdy bouts and pants of the "conventional" apparel of other women in the class; an urgent need to ferret out examples of latent unfeminist tendencies; a certain aggressiveness in displaying one's ideological credentials. Of course, there was surely just as much intolerance elsewhere in the university—antagonism, say, to lesbian students-but at least in my women'sstudies courses. I did not see that kind of hostility emerge. It was obvious that women's-studies classrooms provided a safe arena in which interesting reversals of pre-

vailing reality could take place. It didn't surprise me that, among young students at least, this might lead to excessive

All this, of course, was before the burning intellectual question of the day revolved around "political correctness."

I never wrote that book-and a major reason I didn't was that I couldn't decide how to write a critique of feminism that would not in some way hurt feminism and that would not automatically place me in the enemy camp. Despite opponents' assertions, feminist concerns had not had such resounding success in the world that 1 wanted to hazard a public critique. And the ease with which the charges of PC have been catching on shows that I was right to be wary of writing something that could be taken to support such charges.

But everything one tolerates that one shouldn't inevitably returns.

O, TODAY, I am once again exercised over ideological policing within feminism. I am still worried about the best way to write about this subject without making my views useful to the opposition—the very real opposition that exists to feminism and to women's-studies programs. Indeed, the difficulty in making up my mind about this dilemma is part of what motivates this essay. But its context is provided by the following concatenation of

On October 30, 1991, I published a commentary in these pages on "surplus visibility" and the stigma of minority status. In November, as responses to the article came in, I discovered that my argument apparently had led some people to assume that I must be black. Thus, I received a letter requesting that I contribute a brief life story to a book on blacks who had 'made it'' in academe. At the same time in my own women's-studies program at the University of Massachusetts, I found myself called a racist because, as acting director, I had been unable to come up with extra money for an elective course on indigenous women that had been proposed by two Native-American graduate students. Simultaneously, I had used the last bit of money in our budget to finance a required course on the intellectual foundations of feminism, to be taught by a teaching assistant who happened to be

The same error was being made in both cases: identity politics—the assumption that a person's racial or ethnic identity and views are one and the same. If people found what I said sympathetic or useful to blacks, I must be black. If minority women were frustrated or disappointed by an ad-Continued on Following Page





The Struggle for Feminist Purity Threatens the Goals of Feminism

Continued From Preceding Page ministrative decision. I, in my white skin. must be racist.

HE CONSEQUENCES Of these two cases of mistaken identity were. however, vastly different. In the first case, I merely wrote to explain that I was white and hence not an appropriate candidate for a book on black academics. In the latter case, I tried to explain that "racism" had nothing to do with the events in question. This simple denial brought a storm down upon my head. I was told by a young black colleague that when a woman of color says she has experienced racism, she is the authority on that experience and cannot be challenged. More protests on my part-that this made any kind of discussion impossible—only made the situation worse, as memos and charges came from every direction. Every direction but one: Not one of my colleagues who clearly believed that the charges were absurd (and told me so privately) was willing to say so publicly. I began to realize that we were confront-

ing a new dogma sanctifying a reversal of privilege: Instead of the old privileges accompanying the status of "white," truth, righteousness, and automatic justification in the world of women's studies now reside with "women of color." As if in compensation for past oppression, no one now can challenge or gainsay their version of reality. What can be said for such a turnabout, of course, is that it spreads racial misery around, and this may serve some larger plan of justice, sub specie aeternitatis.

But this is hardly adequate for those who believe earthly justice must be pursued case by case and cannot be won by means that are themselves unjust. In this instance, however, the facts of the case were of no importance: Only identity counted. This, let me emphasize, was no misinterpretation on my part, for some memos actually did state that it was absurd for a white, tenured professor to claim she was being unjustly accused. By virtue of having a certain identity (white) and occupying a certain position (tenured), an individual would necessarily be guilty of whatever accusations a woman of color (or an untenured individual) might make against her.

Among my other offenses was an expression of concern at the way some of our students were using the term "Eurocentric" as a new slur: By dismissing an entire culture as "racist," they relieved themselves of the burden of learning anything about it. An administrator at my university told me of a student activist who heatedly said: "Do you know who's teaching Spanish in the Spanish Department? Spaniards!" Nor do I take this merely as a joke; I have often wondered how soon it will be before someone suggests that my "identity" (North American) should cause me to cease teaching classes in one of my areas of research, Brazilian women.

The situation that I describe is, alas, hardly unique. What adds to my distress is that it is not usually discussed. For another dogma of women's studies seems to be that our problems must not be aired. There are some good reasons for this reluctance, of course, given the eagerness with which opponents of women's studies might seize on any disagreements. But the consequences are nonetheless dreadful: a kind of siege mentality, in which demands for loyalty thrive and very little fresh air gets in. What does flourish in this confined atmosphere is a flaunting of correct postures, which everyone rushes to embrace, perhaps in an

effort to compensate for sexual, racial, or other identities that have been called into

Thus, students in my course on utopian fiction by women wrote papers this past semester displaying attitudes that they apparently had learned were the appropriate ones in their various women's-studies classes. A young white woman too shy to speak in class wrote repeatedly of having to come to terms with her status as a "white oppressor." A young man wrote that a novel we had read had taught him that his relationship with Mother Earth was one of rape and pillage; he now saw his rock collection in a new light. I wondered

whether he had intended this as parody-

An extremely articulate student wrote

eloquently (and without any apparent iro-

ny) about how, as a woman, she was si-

lenced and lacked a language. And a white

student who criticized a black writer's

metaphorical use of the word "slavery" to

describe a casual labor exchange was cold-

ly told by another white student that it was

not appropriate for a white person to criti-

cize a black writer's metaphors. It is true,

of course, that white society has historical-

ly oppressed black people, men have dam-

aged the environment, and women indeed

have been silenced, but these facts do not

mean that everyone today inherits a simple

identity or is personally guilty of every-

thing her or his predecessors did. Identity

politics is a dead end. We are neither right

nor wrong because of "who we are," but

only, as the feminist scholar Jenny Bourne

wrote in an essay several years ago, be-

But why should identity politics not

serve as another weapon for faculty mem-

bers in a scarce job market and poor econ-

omy? Why not use this, too, in the scram-

ble for the goodles of our profession—jobs,

tenure, legitimacy? What is distressing is

that this tactic is no feminist departure

from the bad old ways of "white patriar-

chal hegemony," but a replication of those

ways, pure and simple. Old forms, new

contents. What feminism adds to it, how-

ever, is its own tone of moral superiority.

Part of what makes conflicts within femi-

nist groups so unpleasant is surely the

sense of fraud that accompanies familiar

old ambitions dressed up in appropriate

EMINISM has played a major role in

and standards. Should we be sur-

prised, then, when on a women's-studies

search committee, one group's view that a

particular candidate is poorly qualified is

met by attacks on the very concepts of

"qualifications," "standards," and

"knowledge"? Feminism itself has provid-

ed the weapons to unleash this sort of self-

destructive attack, which can be pursued

ad infinitum. While particular criteria have

been used in academe in the past to ex-

clude certain groups, you cannot have a

university without making judgments

about people's expertise. The intellectual

cause of what we do.

which would have been a more original

and political questions posed by feminism were developed to challenge unfair stereotyping and exclusion of women, not to exempt them from evaluation.

ERHAPS "identity" must fill all the gaps left if such attacks prevail. however. For, as I have written previously, feminists today often engage in rhetorical maneuvers that are rapidly acquiring the status of incuntations: "as a white working-class heterosexual" or "as a black feminist activist." Such tropes, which do nothing to change the world, earry their own aura of self-righteousness, whether offered as an apology or (as is

"Part of what makes conflicts within feminist groups so unpleasant is surely the sense of fraud that accompanies familiar old ambitions dressed up in appropriate ideology."

> more often the case) deployed as a badge. In their worst form, they lead to a veritable oppression sweepstakes. And it is not uncommon, in women's-studies programs, to hear someone's claim to identity in one category negated by a slur in another-as

when a colleague commented to me dispar-

agingly that a student in our program, al-

Where will it end? My fear is that the search—and demand—for feminist purity (of both attitudes and identity) will eventually result in a massive rejection of the very important things that feminism, broadly speaking, aims to achieve. Today feminists who have the temerity to criticize negative tendencies within feminism risk being automatically placed in the enemy camp, thus seeming to swell the ranks of opponents of progressive scholarship, a conservative group that may actually represent only a small number of people.

though she was Latin American, was "up-

per class."

OPINION

Marginalizing friendly critics will not advance the credibility of women's studies or other revisionist scholarship. Unfortunately the situation I've described is not the first time that rigid factionalism has splintered leftist politics. The entire history of the left is replete with purges and divisions. What is more banal than that the powerless should turn against one another? Whom else can they effectively trounce?

Feminism is hurting itself with identity politics. Those of us who are feminists but who do not accept this simplistic stereotyping and ideological policing must speak up—in defense of feminism

Daphne Patai is a professor of women's studies and of Portuguese at the University of Massachusetts at Amherst. She is coeditor of Women's Words: The Feminist Practice of Oral History (Routledge, 1991).

MÉLANGE

The Psychology of Black Achievement; the Mystery at the End of the Universe

QUCCESSFUL BLACKS are first and Officemost affirmed and empowered by a positive sense of racial identity. They fully understand that as blacks they will encounter obstacles, prejudices, and inequities, but they never view their race as the cause of the problem. They understand it is the perverse reactions of others to the black race which constitute the deficiency. It is this essential recognition that grounds the thinking of achieving blacks, enabling them to successfully operate out of a "positive sense of blackness," a positive sense of who they are-and to gain a powerful measure of spiritual strength from the physical and psychological struggles that racism inevitably demands. -Audrey Edwards, editorat-large of Essence magazine

and Craig K. Polite, psychologist, in Children of the Dream: The Psychology of Black Success, published by Doubleday

TN HIS FAMOUS BOOK A Brief History Lof Time, Stephen Hawking begins by recounting a story about a woman who interrupts a lecture on the universe to proclaim that she knows better. The world, she declares, is really a flat plate resting on the back of a giant turtle. When asked by the lecturer what the turtle rests on, she replied, "It's turtles all the way down!"

The story symbolizes the essential problem that faces all who search for ultimate answers to the mystery of physical existence. We would like to explain the world in terms of something

more fundamental, perhaps a set of causes, which in turn rest upon some laws or physical principles, but then we seek some explanation for this more fundamental level too, and so on. Where can such a chain of reasoning end? It is hard to be satisfied with infinite regress. . . .

Is there a "superturtle" that stands at the base of the tower, itself unsupported? Can this superturtle somehow support itself"?...

But there is a third possibility: a closed loop. . . . Next though such 'loopy" systems may be, they inevitably fall short of a complete explanation of things, for one can still ask "Why that loop?" or even "Why does any loop exist at all?"...

It seems to me that, as long as we insist on identifying "understanding" with "rational explanation" of the sort familiar in science, we will inevitably end up with turtle trouble: either an infinite regress, a mysterious self-explaining turtle, or an unexplained ring of turtles. There will always be mystery a the end of the universe. It may be, however, that there are other forms of understanding which will satisfy the inquiring mind. Can we make sense of the universe without turtle trouble? Is there a route to knowledge—even "ultimate knowledge"-that lies outside the road of rational scientific inquiry and logical reasoning? —Paul Davies, professor

of mathematical physics at the University of Adelaide (Australia), in The Mind of God: The Scientific Basis for a Rational World, published by Simon & Schuster LETTERS TO THE EDITOR

OPINION

Political Correctness: Essential to American Values?

In his "historical" attack on democatic thought in contemporary America, "The Origins of Pe" (Opinion, January 15), John M. Ellis forgot a few historical precedents for political correctness. This one, for in-

"We hold these Truths to be selfevident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the Pursuit of Happi-

These truths aren't self-evident; they're politically correct. In the late 18th century, they were the radical opinions of a small group of wealthy. niddle-class men—opinions abborred by political conservatives, who held it to be self-evident (as it had been for centuries, perhups milleania) that all men were created and foreordsined by God for a given social station—i.e., unequal.

The notion that all men have inplienable rights was equally radical: The received truth even in the 18th century-centuries after the Magna Carta-was that political "rights" were spoils that went to the stronger. The politically correct concepts of equality and universal civil rights written into the Declaration of Independence were middle-class extensions (and secularizations) of the theological principle that all humans are equal before God and possess a birthright to eternal life in his presence. The authors of the Declaration. fike other radical, middle-class thinkers of the day, simply extended equality and rights from the afterlife to this life-from the eschatological

to the political. Just how deeply entrenched the ancient predemogratic "truths" were then and remain today is evident, again, from history. When Jetferson and others said all men, they meant—or at least the political instilutions they created seem to suggest that they meant-white, land-owning mates 35 years of age or older. Even these "politically correct" radicals found it difficult to extend their own principle of equality and universal inslienable rights to the entire populalian of the new country.

And the history of equality and civil rights in the United States aloneby definition a "politically correct" country, a nation conceived in political truths that had to be argued for.

legislated, and enforced—shows that ocratic values on which this country conservative resistance to the "political correctness" of democratic thought has continued unabated to

The right to liberty had to be extended to blacks by Presidential proclamation in 1863. The right to vote was still being legally denied Southern blacks in the 1960's. Blacks' right to the pursuit of happiness continues to be jeopardized today through prejudicial treatment at the hands of employers, credit managers, landlords, retail sales personnel, and the like.

■ The right to vote was not extended to women (who were, after all, not explicitly mentioned in the Declaration, which promised equal rights to "all men") until 1919, and then by an amendment to the Constitution. In 1923, women's equal rights were still perceived by a significant number of Americans as so jeopardized by discriminatory legislation that the Equal Rights Amendment was introduced in Congress, stating: "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex." This "politically correct" position would seem to be implied and required by the "politically correct" Declaration of Independence; but it did not pass the U.S. Senate until March 1972, and in 1982, after a three-year extension of the deadline. it failed to be ratified by a majority of the states.

Why do conservatives continue to resist the "political correctness" of equality and civil rights? Why do they do so in the name of "traditional American values?" (The values they aphold may be "traditional," but the traditions are medieval and were explicitly rejected by the founding fathers.) Why do they attack democratreally minded academics for "shoddy scholarship" in media distribes that ignore the true history of American political correctness?

Can it be simply that democracy is politically correct in the United States (as opposed to, say, Nazi Germany or the recently deceased Soviet Union), and political correctness is democratic-and these conservative thinkers are antidemocratic? If so, the media battles would be clarified immensely by a little honesty on conservatives' part: f.et them openly condomn equality and civil rights; let them forthrightly condemn the dem-

was founded.

If not-if they do truly believe in traditional American values-the room. media battles would dry up and blow away if conservatives could stop, think, and ask themselves whether the multicultural values and other threatening "rc" positions they attack might not be essential to Ameri-

TO THE EDITOR: The dark line that John M. Ellis draws between academic social activists and theorists in "The Origins

called real world. Each line inhibits, rather than fosters, exchanges in . . . the marketplace of ideas.

Ellis identifies as "the root of the problem" the differing mind-sets of the polarized types he describes in his derogation of political correctness; he condemns the activists for neing interested only in winning, in imposition through political power. But how, in Ellis's terms, can anyone win a debate about "cultural relativism" or "celebrate othnicity" to gain political power? In fact, what "gun" s being held to whose head?

Such imagined struggles serve only to counter what Ellis claims as the only desire of the theorists, to engage in real debate. His descriptions perpetuate a dangerous subtext-advocacy of disengagement of

find themselves to be among activ-

I seek here to break through the imaginary Ellis boundaries, because l am outside of academe but wholly dependent on it—on its theorists and activists-to stimulate intellectual discussion in, of all places, a court

Over the years, I and my legal collengues and adversaries have



of re" seems to resemble the one brought academicians there to disusually drawn around the ivory tower of campuses by those in the soto control human behavior, to the value of taking into account black-English dialect used in the home in elementary-school instruction. . . .

Currently I am on the phone daily with statisticians, political scientists, and historians to determine what, if any, academic discipline can assist the decision-making process in assessing the dilution of black voting strength. And I have traveled from the Netherlands to Costa Rica to seek out communications experts who can tell me if and when racism is communicated through the press.

After dabbling in such varied fields. I would find it hard to distinguish activists from theorists in any f them. Once we get beyond Ellis's glittering generalities to the nitty gritty, I believe it would be equally difficult for anyone to see clear lines between those stereotypes. Out here we need them both.

GABE KAIMOWITZ Attorney at Law Winter Park, Fla.

TO THE EDITOR: John M. Ellis's attack on "The Oractivists of being Interested in power rather than truth and of ignoring (or suppressing) the scholarship challenging their ideas. But Ellis does not himself address the findings, of the activists. He charges them with ignoring the evils committed by the anti-colonial state, ethnic and religious crusades, and revolutionary movements, but he makes no mention of evils committed by the imperial state and by industrial-era elites and institutions.

Ellis actually mimics activist unconcern with theory by ignoring the reality of domination within modern

theorists from the discussion if they societies and the hegemony of institutionalized states over newly independent ones. He rests his assault on PC on a tradition of Western "selfdoubt," explaining away rather than confronting contemporary power re-

Had Ellis taken the stance of the true theorist, one who is, as he puts it, "intrigued by the structure of arguments," he would have been aware that the structure of his own argument was that of an activist. The questions of domination in the modern world will not be illuminated by counterpunching.

JULES R. BENJAMIN Associate Professor of History Ithaca College Ithaca, N.Y.

We may never know if 'de Soto camped here'

TO THE EDITOR:

The article on the efforts of Charles Hudson and his associates to track Hernando de Soto manages to give an impression that their views have achieved consensual status in the field ("16th-Century de Soto Expedition Offers Scholars a Look at Earliest Encounters Between 2 Civilizations," December 18). This is far from being the case. While it is true that they have assiduously propagated their theories for a decade or more, it is as true that many historians (including myself) and archaeologists have exposed fundamental flaws in their operating methodolo-

These include such practices as the almost exclusive use of translations; uncritical use of the sources for de Soto's expedition, as well as undue reliance on the least reliable of them. Inca Garcilaso's La Florida del Ynca; arbitrary and capricious decisions regarding distance and direction of travel; dubious inferences from the exiguous archaeological evidence, including numerous unprovable site correlations; and an unwillingness to address openly any criticisms of their conclusions.

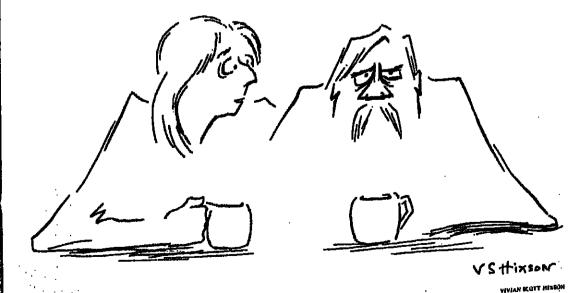
Their reliance on the "empty quarter" argument has been shown time and again to be misplaced. Moreover, the skeletal evidence from the King site, which is described as yielding "90-per-cent agreement," is in fact open to other interpretations that are at least as plausible, if not more so, than the one Robert L. Blakely advances.

It is probably true that we will never know with comfortable certainty that "de Soto camped here," but for the moment, it is reasonable to suggest that the route devised by John Reed Swanton over 50 years ago has as much epistemological standing as that now advocated by Hudson et al. In the meantime, it would be a pity

if there were a widespread impression that closure has been reached. DAVID HENIGE

. . . I am neither an archaeologist nor an anthropologist, but I have followed a great deal of the discussion concerning de Soto's route and have published short articles on this sub-

In my opinion, this controversy has by no means been settled, as your story seems to imply. Charles Hudson has presented his views with vigor, but there remain many unanswered questions which militate against accepting them in their entirety. His route reconstruction is Continued on Page B6



Look, Harvey, the only reuson you're depressed is that you're letting yourself be bound by conventional standards. I think that writing 5,383 multiple-choice questions is a contribution to literature."



The restored 1925 Wurlitzer theater organ in George Mason University's Harris Theater can recreate the sounds of everything from trumpets to triangles to train whistles. The instrument has two manuals and about 900 pipes.

The Restoration of a 'Mighty Wurlitzer'

After extensive work, a 1925 theater organ is now installed at George Mason U.

By Lawrence Biemiller

FAIRFAX, VA. THE PHONE, George R. Johnson, Jr., is spilling out facts about the Wurlitzer organ he restored and installed at the Harris Theater at George Mason University. Two manuals. Eight ranks of pipes-900 total. Built 1925. Heyday of theater organs. Started out playing for silent movies in the old Rialto up on Ninth Street in Washington. Cheaper to pay one organist than a pit full of musicians. Later accompanied gospel choirs in a black Baptist church for 20, 25 years. Owned now by the Potomac Valley Theatre Organ Society, which talked the university into offering the organ a home.

Mr. Johnson suggests a "cook's tour" of the instrument, and gives directions to meet him at his home—he's retired from the phone company. Turns out he has a Wurlitzer of his own, down in the basement. The console sits between the model railroad and the furnace. The pipes are in another room, some lying sideways because the ceiling is so low. Movable lowvres-called swell shades-are set in the pipe-chamber wall. A pipe plays at only one volume; if you want to hear "Chopsticks" louder, you open the louvres. If you want it louder still, you add more

stops, so more pipes are playing. "Wurlitzer built 2,234 instruments in the theater-organ category," says Mr. John son, sitting down at the console. "This is No. 815. About 65 per cent of them survive, but only 30 or 40 instruments are in their original locations.

"Basically, you start with a classic of gan, a church organ," Mr. Johnson says, flipping down a stop tab marked Diapason and playing a few sedate bars of "O Holy Night." Diapason is the sound most people think of as belonging to organs.

"Now, with a theater organ you add Tremolo," he says, starting in on the Cals hit "Memories." He flips down the Trem olo tab above the top manual, and the familiar vibrato of a hundred soap-operthemes fills the basement.

"You also have what we call Tibis-

kind of a fat flute." He flips another tab and the notes become rounder, fuller. "Organ enthusiasts like to say the Tibia adds

"The Vox Humana, that's supposed to represent the human voice," Mr. Johnson ays. Another tab, a few more bars of Andrew Lloyd Webber. "Now, your tuned percussion." Off go Tibia, Vox Humana, bars of "Memories," on a real xylophone somewhere in the pipe room, "Glockenspiel." Tab. "Chrysogiott." Tab. "C-H-R-Y-5," he spells. "Kind of a harp sound." Think of the theme from "Mr. Rogers" Neighborhood."

All that, and Mr. Johnson's Wurlitzer is

Y NOW Mr. Johnson is in George Mason's modern, 550-seal Harris Theater. He is climbing a "Your traps," Mr. Johnson announces stage-right ladder to a chamber 'A real bass drum." Boom! "Cymbal." crowded with pipes and the wind chests Crash! "Snare drum." Rat-tat-tat-tat-tat! they sit on. Inside the chests are mecha-"Tamborine." Sounds are coming faster nisms that activate the ranks and the indithan the pen can capture them. "Castavidual pipes within them. Small pieces of hels," says Mr. Johnson, "Wood block." felt and leather are everywhere, along with For a finale he loads a few bars of "To rolls of black electricians' tape. bream the Impossible Dream" down with a little of everything. The walls rattle.

"Wurlitzer's workmanship is pretty nice," says Mr. Johnson, lifting out a Clar-

inet pipe to show off its solder joints. "They're real pipe makers." The organ's smallest pipe, as thin as a pencil, has a speaking length of about half an inch. The 16-foot Tubas, over in the stage-left chamber, are so big they're folded like giant

paper clips. "This is a Violin." says Mr. Johnson. pulling out a pipe with a tiny wooden roller just under its mouth. "That's called a

and a three-manual, 17-rank Wurlitzer. Radio City has two consoles, 58 ranks-they've got everything. Organists who accompanied There was a pretty standard order of silent movies usually worked adding ranks of pipes. Up at 15 without scores, improvising from ranks, for instance, they'd put in a piano. Played like a player piano. scene to scene according to the Now certain things are very scarce, Orchestral Oboe, for instance. And dictates of the plot. Musette-there were only six sets made. It's a reed, very nasal, an accompaniment that you wouldn't use by itself. A theater organ has a lot of color

beard. It's part of the voicer's art. The nicks in the mouth there are to speed up the attack.''

"Dust and dirt affect the sound," he adds, pulling a dead bug out of the toe of another pipe. Changes in temperature and humidity are worse. If a pipe stops playing for one reason or another, getting to the problem-especially if it's inside a wind chest in the middle of the room-can be more difficult than fixing it. "It can take an hour to get to something, two minutes to ix it, and an hour and a half to put everything back," Mr. Johnson says.

On a wall opposite the pipes are some of the new electronic circuit boards that Mr. Johnson installed during the restoration, which he undertook as a volunteer and a member of the theater-organ society. "The original pneumatic relay was six feet square by two feet thick," he says. "Now all you have is a few boards a few inches After climbing back down the ladder,

Mr. Johnson turns on the blowers that fill the wind chests and give the theater a justpalpable fullness familiar in the precincts of pipe organs. He rolls the console out of

its backstage shed, trailing an orange-andgrey umbilical of finger-thick cables. At center stage, Mr. Johnson climbs onto the bench, surveys the stop tabs, and experiments with buttons that engage pre-set combinations. A few Diapason bars of "Memories" drift gently down, and then are suddenly louder and wonderfully overlaid with bells. He adds more stops, more

volume. Then pedal stops-16-foot Bourdon pipes rumble beneath a melody carried on eight- and four-foot stops coupled together.

Truth be told, Mr. Johnson is showing off a bit. "Triangle," he says, holding down a key as a triangle sounds above stage left. "Kettle drum. Oogah-horn. Train whistle. Fire gong. Doorbell." It is impossible not to laugh. Coupler tabs allow him to sound pipes an octave apart

from the same key, or to shift solo ranks down to the lower manual, normally reserved for accompaniment ranks, or even to the pedals. A "second touch" system lets him play one pipe on a key and thenfor effect-press it down past an intermediate spring to add another pipe an octave lower. He demonstrates with a few ominous notes from Phantom of the Op-

The university's symphony has used the organ once, Mr. Johnson says, but otherwise neither students nor faculty members have shown any interest in exploit considerable potential. Several times a year the theater-organ society offers public programs at the theater, sometimes with guest artists and usually with a few silent movies and maybe a sing-along session. Mr. Johnson says most of the people who come are senior citizens.

He doesn't play during the programs himself—he makes no claims about his musicianship. Even at home his playing "goes in spells," Mr. Johnson says. "I read well, but I don't memorize well." The real fun. he says, is in "working on it and letting somebody else play it."



George Johnson, who restored the organ: "It can take an hour to get to something, two minutes to fix it, and an hour and a half to put everything back."

only a Style B, which was sold for neigh-

borhood theaters with a few hundred seats.

Mr. Johnson says most theater organs

were purchased off the shelf, as it were.

The instrument at George Mason is some-

not large by pipe-organ standards.

reeds, to give more brilliance."

Wurlitzer started building theater organs

in 1915, Mr. Johnson says. In 1927, the

peak year, the factory turned out an organ

a day. Production ended in 1938. Wurlitzer

wasn't the only theater-organ manufactur-

er, but it was the most famous: Mr. John-

son says movie-house ads often referred to

a "Mighty Wurlitzer" even if the instru-

ment in question had been made by Kim-

ball or Möller. He adds that organists who

accompanied silent movies usually worked

without scores, improvising from scene to

scene according to the dictates of the plot.

what larger—a Style F—although it's still

"The Cupitol Theater, up in the National

Press Building-now, that had 3,000 sents

Letters to the Editor

Continued From Page B3

certainly no more authoritative than that produced by the Congressionally appointed committee headed by John Reed Swanton in 1939. Competent contemporary archaeologists have advanced still other routes fitting much of the evidence equally

I hope you will see fit to inform your readers of this fact in order to disabuse them of the conclusions your article may have engendered.

Please be aware that these opinions are my own and do not necessarily represent any position advocated by my university. WILLIAM J. REID

Head of Department Physical Sciences and Engineering Jacksonville State University

A rebuttal of criticism of psychology program

TO THE EDITOR:

I was, quite frankly, appalled by your story on the American Psychological Association's accreditation process, which also contained tangential but highly damaging altegations about the clinical-psychology program at the University of North Texas ("Accrediting Group Is Under Fire for Approving Psychology Program," January 8). As the senior administrator here who provided information for the story, I am compelled

The article contained a raft of unsupported allegations and half-truths from mostly unnamed sources, and essentially characterized our program without providing any detail about either problems in the program or the university's efforts to deal with them. It was thus highly uninformative and misleading. I might add that all of this was written soon after an APA team had visited our compus; the can prices being lower than those in results of that review are as yet un-

Since 1985 we have hired six new clinical-faculty members and provided them with ample research space will reveal that for some time U.S. and more than \$200,000 in start-up research support; dedicated the next two faculty openings in psychology to the clinical program; and invested approximately \$1.2-million in what is now a "state of the art" clinical facility. The critical external evaluations cited in the article were solicited by the university in our efforts to remedy deficiencies in the program, and



"Well, I'm hoping the job situation opens up for me this year—but if it doesn't, I could possibly use the time to go back and get myself another diploma."

these comments were made available

All changes in program leadership were undertaken by the administration with the support of the great majority of department faculty and were intended to further the best interests of the program, not to conceal anything from the APA or anyone else.

Finally, the article gave the impression that "many" faculty and students were critical and unhappy. whereas in fact these individuals consist of only a very small minority.

All of this information was made available to your reporter, who also spoke with the department chair and other individuals who were neither angry nor disgruntled. However, they were not mentioned or quoted.

The APA is capable of defending itself and its procedures, but we would appreciate not having the good name of our program and institution vilified as a merely incidental means of criticizing another organization or the accreditation process in general.

BLAINE A. BROWNELL Provost and Vice-President for Academic Affairs University of North Texas

Publisher explains revambed price system

TO THE EDITOR:

I read with interest the article by Julie L. Nicklin, "Libraries Drop Thousands of Journals as Budgets Shrink and Prices Rise" (December 11). The reference to Pergamon Press's letter to U.S. customers explaining price changes could stand elaboration.

The letter explains that from 1992

Pergamon's pricing policy will change to that of a definitive price. It ment. On the other hand, no first-rate was the differential - geographical pricing in the past that led to Ameriarticle goes on to say that "such explanations don't satisfy librarians." A search through the literature . . . librarians have been arguing against differential pricing, mainly by British publishers, saying that this invariably resulted in U.S. libraries' paying more than the rest of the

Now that Pergamon's pricing policy has put U.S. librarians on an equal footing, we are criticized. Perhaps this is because for many years



MAYUR AMIN

distinguished artists were limited to petition in that marketplace of ideas. ateliers here and abroad). I am writing not merely to contradict Blackhurst, but because of larger considerations. Dance, music, and theater, as well as the visual arts, are unrecognized creativity. They work. comparatively recent disciplines in which colleges and universities have ignt to be strong. A major hurdle University of Michigan Ann Arbor, Mich in that quest was how to evaluate genuine accomplishment by faculty

well after World War II (prior to

which students wishing to study with

in the arts in rigorous ways believ-

able in academe. Long past the time

regressive, obscuring opinion.

Wisconsin tenure bill for such debate comes Blackhurst's would fight bias

By now, Iraditional scholars have To THE EDITOR:

understood that the equivalent to I would like to clarify an item in successful research (usually culmi-"The Outlook for Higher Education nating in the publishing of articles and books) is successful professional (January 8). In Wisconsin, the Legis-(January 8). In Wisconsin, the Legisachievement in the arts (principal lature is reviewing a bill, proposed by dancer with the Martha Graham Rep. Barbara Notestein, that would Company; composer's work pre- allow the creation of a faculty panel mièred by the Chicago Lyric Opera; (with the appropriate expertise) to releading role in a major Broadway view tenure cases denied by departproduction—to give some stellar ex- ments. However, such an additional

up until 1992, Pergamon's pricing ac- amples from the University of Michi- review would only occur afters gan). If such remarkable accomplish- ulty appeals committee and adtually favored American libraries. ment happens to be accompanied by cellor had determined that the General Manager of Market Research Pergamon Press PLC Oxford, England "commercial" gain, hooray....

CULPAS

SCHOLARS EXCHANGING

partment had used impermited

(i.e., discriminatory) factors in its

cifically require a department's

proval and allow no exceptions

discrimination has clearly a

This limited change in the team

law permits the university to reste

cuses of discrimination rather that

force a faculty member to result

litigation as the only means of set

ing justice. That is why the bill le

received such widespread support

Author's query: essays

TO THE EDITOR:

on working-class topics

We seek material for a collection

essays by or about working-class-

ademics. Autobiographical esays

us well as those in a more tradition

scholarly mode, are welcomed by

says might include a direct disco-

sion of the impact of a working de-

background on an academic's k

and work or be a more narrowly b

cused critical work written from a

Possible topics include water

class students' experience of graft-

nte school; the experience and mean

ing of assimilation into academ l

those from the working class; the

retical and political issues inherents

the upwardly mobile shift from the

working class to professions in high

er education; and pedagogical co-

cerns for educators from the working

class. Manuscripts should not a

ceed 20 double-spaced, typed page

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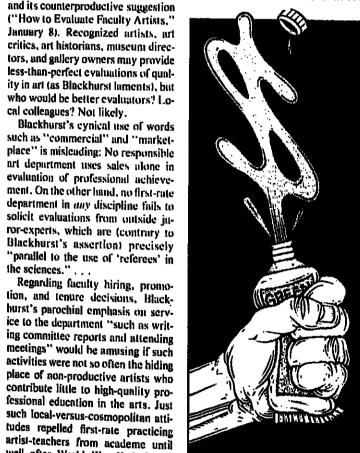
working-class perspective.

Vice-President for Academic Affize University of Wisconsin Spec Madison, Wa

STEPHEN R. PORTS

The more important issue, however, is that there is also a "market- cision. Currently, state statutes as place" of ideas (including ideas in art), in which they are tested for truth and value well beyond the con- if fines of academic citadels that, fortu- curred, nately, have no monopoly on truth

Real artists who happen also to be teachers do not shy away from com-



They do not demur from evaluation by other real artists. And they do not haul out the tired clicke that academic protections shield their otherwise MORRIS RISENHOOVER

Mailing Lists: Burnett Marketing special-tes in mailing lists for continuing educa-tion, 1-800-837-6306

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present 400, is the most important feature of the University's development plans. Most existing academic disciplines will expand, but the largest areas of growth will be in the

ARUNDEL, ENGLAND

FACULTY POSITIONS

New England College invites applications and nominations for several faculty positions, on both its New Hampshire and British Campuses. New England College is a small, liberal arts college with a commit-ment to and a strong tradition of excellence in teaching. The main campus is located in Henniker, NH (within 80 miles of Boston). The British Campus is in Arundel, West Sussex (within 65 miles of Lon-

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l opportunity in employment is University pubey.

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Applicants should have a dustinguished record that riemonstry physician amount made a quantification for referent uses incommence a reference in essentia and the ability to growle excellents, and reflectational leads this? They must be willing to serve as Head of Department at a functe time and to firster development of

Further information may be obtained from Associate Professor K. Breithage, Head of the Department of Mechanical Engineering, Telephone +61 7 365 3668 of Facuntile +61 7 365 4292.

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Closing date: 14 February 1992.

send a letter of application including swals for nursing education and previous experiences which support the ability to meet the responsibilities of the position. Attach a curriculum vitae and the names of intereferences who may be contacted. Materials are to be submitted to Dr. Norma Lewis. Chair, Search Committee. Research College of Mursing, 2316 East Meyer Bouleverd. Kenass City. Missour 64152. Apriliant of the position is filled. EOE.

Accounting: See regular classified sulver-lisement under Business Administration for Camerun University, Lawton, Oklaho-ma in this issue.

Accounting: Internal Auditor—Louisiana State University Medical Center. The Louisiana State University Medical Center. The Louisiana State University Medical Center in the Internal Auditor operation of an Internal Auditor position. The Internal Auditor position, the Internal Auditor position and Internal Auditor position and Internal Auditor operational auditor operational auditor of the Internal Auditor operations and Shreyepart, all associated clinics, intermediaries and group practices as assigned by the Director of Internal Auditor the Vice Chancellor for Adometion and Finance. Candidates, must passes a Bachelor's degree in Acceptance.

Master's degree in Accounting, Fimance, Business Administration, Public Administration, or closely related field; and public sector accounting anilor auditing experience. Sulary a commensurate with experience. The LSU Medical Center is a state-supparted academic health center with teaching, revearch and public service and teaching, research and public service purerums in allied health professions, dentistry, basic bomedical sciences, medicine and oursing. The total current funds expenditures for fixed year 1991 was over \$300 million. Applications should be sent in later than March 15, 1992 to. Runnie Smith. Vice Chancellos for Administration and Finance, Louisiana State University Medical Center, 431 follows Sircet, New Orleans, Louisiana 70112. LSUMC is an EEG/AA employer.

Accounting: Senior Internal Auditor nostitions—Louislam State University Medical Center. The Louislams State University Medical Center Invites applications and nominations for two Senior Internal Auditor positions. The Senior Internal Auditor will perform or assist in the performance of financial and/or operational audits at the Medical Centers in New Orleans and Shreveport, all associated clinics, internationaries and group practices as assumed by the Director of Internal Auditor or the Vice Chancelor for Administration and Finance. Candidates must possess a Bachelor's degree in Accounting; Business Administration, or a related field and be a Cartified Internal Auditor analor Contined Public Accountant, with a minimum of four

years of interest undering popular account-ing or financial accounting Desired quarti-ciations unleade a Marka's degree in Ac-counting, Business Advance tration of re-lated field; supervisorly expendence, fraith-our and/or university supplies appearance, experience in EDP architists and experience, experience in FIDE architog and experience in grepating or assistance in the preparation of assistance in the preparation of reports to insurgement and conducting or participating for othercovers with management. Salary to commence are with experience for both positions. The 15th Medical Center is a close supported dual demic health center with teaching research and public service programs in adject broth professions, demicing to the horizonal valences, medicine and nutring. His total current funds expenditures for fixed teaching and the service of the profession of the profession

The Chronicle of Higher Education • February 5, 1992

University of Otago

Te Whare Wananga o Otago New Zealand

LECTURER IN PHYSICAL EDUCATION (Gymnastics and Practical Subjects

Applications are invited from suitably qualified persons for a lectureship (equivalent to a North American feature frack Assistant Profesorship in feigurealend to a Fronti American return mass communic roussemagen Cymnastics and Practical Subjects Cambidates should have demonstrated clockwenss in techniq of gyn-chabidates should have demonstrated clockwenss in techniq of gyn-

Califidates should have demonstrated clied feetings in teaching of gon-nastics and point out physical education, have completed a higher degree and have displayed potential for scholarship and research. The successful applicant will be responsible for the design, organisation and for hing; of the 5s food's gymnastics programme and for the planning, condition on or partitions staffing and general supervision of the side range of non-outdoor education practical courses. Contribution to theoretical courses will be expected, as will research activity

LECTURER IN PHYSICAL EDUCATION (Dance)

Applications are invited from suitably qualified persons for a Lecturshi tequivalent to a North American tenure track Assistant Protessorship in Dance. Candidates should have a relevant postgraduate qualification experience in leaching dance at terriary level and in performance an

thoreography cosponishifties will include leaching contemporary dance techniques dance listory, dance analysis, choreography, dance education and superi-ston of dance courses taught within the School's programme, danc curriculum development, direction and production of student perform

Further information The appointments will be made at a step on the Lecturers' scale within the tange | \$555,57,140 + \$557,47,088 per annum, with a bar at \$5235,48. according to qualifications and experience. Initial inquiries may be directed to the Dean, Professor I R T Williams.

electronic intall to psedOto otago acing or telephone (64)(3) 479 8995 ta Intending applicants should write to the Registrar, for further information to budge; a description of the School and method of application

Applications must quote reterence number A9273 (cynunasticand Parke of Subjects) or A9274 (Parice) and close with the Registrar, University of Olago (PO 190), 56, Daniedna, New Zealand (Las (61) G) 4741667) on 14

I qual apportunity in employment is University policy



University of Technology (North - Western Australia

Professor/Associate Professor Urban and Regional Planning (Ref 1606) (Tenurable Appointment)

SCHOOL OF ARCHITECTURE AND PLANNING

Applications are involved for approximent to the new position of Professor/Associate Professor in the field of Chium and Regional Planning. The Department of Urban and Regional Planning is becamed within the School of Architecture and Planning logitifier with the Englantinions of Architecture, and Budding and Quality Surveying. The Department offers professorial courses in urban and regional planning through a range of undergrantinate and postgrantiate courses to declarate

The successful applicant will hold a relevant postgraduate academic qualific will have it distinguished record of informationally recognised research, a green background in planning education, and be eligible for corporate membership of the Royal Australian Planning Institute

A research interest in the practice and effects of land use planning polices and Controls and the relationships between social, economic powdenmental and political processes and spatial development would be desirable, as would management experience in an academic environment.

The appointee can be maded to serve as Head of the Department of Urban and Regional Planning for an influt period of three years, to provide strong academic leadership in recentch and teaching to a dynamic and diverse Department, and to interact with the planning profession and the broader community.

For further information relephone (619) 351 7050, fax (619) 351 2401. General Information Salary range: Prot (Augus 573 000 - 577 900, Assoc Prid (Augus 560 475 - \$65525 Tenurable Appaintmenta process pages appet appetent to the salary of the sal

Tenurable Appointments provide perminent academic tenure after three year satisfactory service Conditions include address and tenure after three year satisfactory service Conditions include address and applications including names, addresses only telephonetral numbers of three reletees should be submitted by 30 April 1992 to the Manager, Human Resources Address Guid University of Tachin Nogy, GPO Boy U1987, Penth Western Australa 6001. Perth is located on the west const of Australia II has a Mediterean climate. disting temperature range between 12 and 38 degrees celcus and awage house prices are around \$100,000 Aust for a three bedroom house with garden

Curior reserves the right to fill any vacancy by inidation

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University of Hong Kong New Posts for 1992-3

The University of Hong Kong seeks academic and professional staff to support a 30% increase in student numbers over the next few years.

The University, founded in 1911, is the oldest one in the territory. It currently comprises nine Faculties (Architecture, Arts, Dentistry, Education, Engineering, Law, Medicine, Science and Social Sciences), and a number of ancillary academic centres and units. All Science and Social Sciences and Chineses in English baching (except in the Department of Chinese) is in English.

The University now has 8,000 full-time equivalent students and will grow to 11,500 by 1994-5, comprising some 9,100 taking a first degree, 1,400 higher degrees by coursework and 1,000 higher degrees by research. The increase to 1,000 research students, from the

(Fax Line for enquiries: (852) 8572852) Applicants should possess relevant ressional qualifications.

FACULTY OF ARCHITECTURE

R/SL/Ls/ALs in Architecture (Ref. RF/TA/Arch/1)

Architectural Design of the BA (Arch. Studies), BArch, MArch curricula; Building Construction; Services Technology; Landscape Architecture; Computer-aided Architectural Design; Structures; History & Theory of Architecture.

Ls/ALs in Surveying (Ref. RF/TA/Arch/2) Property Management and Finance; Contract Procurement/Construction Economics; Construction and Maintenance Technology; roperty and Construction Law.

FACULTY OF ARTS (Fax Line for enquiries: (852) 5485231) Applicants should possess appropriate higher degrees. Preference will be given to applicants with teaching and research experience.

L/AL in Chinese (Ref. RF/TA/Arts/1) Special interst in both classical and modern Chinese language preferred.

L'AL in Comparative Literature

Cultural Studies: an interest in gender studies and/or Asian cultures in a comparative and post-colonial context and/or film could be advantageous but is not essential.

UAL in English (Ref. RF/FA/Arts/3) Qualification in Linguistics required, preferably

In either second language acquisition or text and speech processing. UAL in Geography and Geology (Ref. RP/TA/Arts/4)

Human Geography (cartography; resource management); Physical Geography (resource and environmental management and hazards study); Transport Studies (transport geography, especially in sea or air transport; quantitative methods in transport applicable for the content of the co application): Earth Science (mineralogy; edmontology; stratigraphy; palaeontology;

L'AL in History (Ref. RE/FA/Arts/5)

Hong Kong history: postgraduate research and publications in Hong Kong history respuired. **FACULTY OF EDUCATION** (Fax Line for enquiries: (852) 517(8)75)

A higher degree in Education or the relevant subject required; teaching and research experience in tertiary education would be

Rs/SLs/Ls/ALs in Curriculum Studies (Ref. RF/TA/Edu/1)

An honours degree required for all posts; a professional teaching qualification and relevant teaching experience in schools are also normally required.

(a) Language Education: Chinese Language Education (Linguistics (General and Chinese); Chinese Literature; methods & practices of leaching Chinese Language & Literature, Chinese culture and Putonghua; Proficiency in Putonghua); English Language Education unguage testing and evaluation; computational inguistics; phonetics and phonology; computer-related teaching and learning).

(b) Mathematics Education: Teaching Mathematics in Sixth Form and higher education Re/SLa/La/ALs in Education (Ref. RF/TA/Edu/2)

Sociology of Education; Education Psychology/Special Education Needs; Education Research Methods and Data Analysis. VAL in Physical Education and Sports Science (Ref. RF/TA/Edu/3)

Sports Psychology: Applicants should be able to establish and teach courses in the psychological aspects of physical education and sport as part of the new BEd degree programme. A PhD in a relevant field is desirable.

FACULTY OF ENGINEERING (Fax Line for enquiries: (852) 5469142)

Chair of Computer Engineering (Ref. RF/TA/Engg/1)

A joint appointment in the Department of Electrical and Electronic Engineering and the Department of Computer Science. Appropriate academic and professional qualifications, experience in a relevant field, a distinguished record in research and scholarly publications, and evidence of leadership and a strong commitment to teaching and curricular development at both the postgraduate and undergraduate level required.

For posts at other levels, a higher degree in the relevant discipline required, with teaching or research experience in the relevant field; membership of an appropriate professional institution or other appropriate professional qualification preferred.

R/SL/L/AL in Civil and Structural Engineering (Ref. RF/TA/Engg/2) Construction Management.

L/AL in Civil and Structural Engineering (Ref. RF/TA/Engg/3) Structural Engineering.

R/SI/Ls/ALs in Computer Science (Ref. RF/TA/Engg/4)

Computer Science and Information Systems, particularly in the following fields: logic particularly in the foliated agreement, programming, artificial intelligence, graphics, computer vision, software engineering, database, or neural network.

R/SL/Ls/ALs in Electrical and Electronic Engineering (Ref. RF/TA/Engg/5) VLSI design, data communications or telecommunications, robotic control or vision

and energy technology or electric vehicles. R/SI/I/A1. in Industrial and Manufacturing Systems Engineering (Ref. RF/FA/Engy/6)

Specialisation required in one of the following areas: Manufacturing technology; Plectronics manufacture; Industrial management with specialisation in either management information systems or quality assurance or ergonomics.

R/SL in Mechanical Engineering (Ref. RF/TA/Engg/7) Environmental Engineering. R/SL/L/AL in Mechanical Engineering (Ref. RF/TA/Engg/8)

CAD/CAM and Robotics. FACULTY OF MEDICINE (Fax Line for enquiries: (852) 8559742)

L/AL in Biochemistry (Ref. RF/TA/Med/1) An appointment will be made primarily or the basis of excellence and originality the basis of excellence and originally in research together with ability to teach selected areas from a wide range of subjects including macromolecular chemistry, molecular and developmental biology, neuroand membrane biochemistry, signal transduction mechanisms and immunology. transduction mechanisms and Immu to medical and dental students.

IJAL in Community Medicine (Ref. RF/TA/Med/2)

Biostatistics: PhD required; applicants should have an interest and wide experience in have an interest and wide containing the clinical decision analysis and analysis of clinical decision. clinical and other health information; management of databases from large population surveys; application of statistical parkages; the epidemiological approach to the study of health problems; clinical trial design and evaluation.

L in Microbiology (Ref. RF/TA/Med/3) Medical degree with an interest in microbiology, or a PhD degree in microbiology required; experience of diagnostic microbiology and infectious diseases preferred.

diseases preferred. L in Paediatrics (Ref. RF/TA/Med/4) Applicants should be basic scientists with a PhD who have working experience in clinical

chemistry and molecular biology, to work in collaboration with academic paediatricinns on projects related to clinical biochemistry,

Preference will be given to applicants with teaching and professional experience.

Rs/SLs/ALs in Economics

arts, engineering, science and social science faculties.

especially research in molecular biology. L in Pathology (Ref. RF/TA/Med/5)

In histopathology and its subspecialities. The appointee will be expected to take up clinical service duties in histopathology and cytology and help in training and supervision of junior pathologists in addition to teaching and

R/SL in Surgery (Ref. RF/TA/Med/6) Applicants should be specialised surgeons of some seniority and be clinically competent in the broad field of surgery.

> FACULTY OF SCIENCE (Fax Line for enquiries: (852) 8584620)

Applicants should have an appropriate higher degree, normally a PhD and relevant teaching and research experience.

Rs/SLs/Ls/ALs in Botany and Zoology

(Ref. RF/TA/Sci/1)

Expertise in the following fields preferred: Animal and Plant Biotechnology Programme (appiled immunology; biotechnology engineering; cell culture/processing; cell engineering; cell culture/processing; cell immunity; crop biotechnology; industrial microbiology; postharvest technology; protein engineering. Experience in the biotechnology industries would be welcome). Environmental Science Programme (animal behaviour; ecology of terrestrial vertebrates; eco-physiology; fisheries biology/aquacculture; physiology; fisheries biology/aquaculture; plant ecology). Food and Nutritional Science rogramme (cereal science; diet and disease; frogramme (creat science, food preservation; food processing/analysis; pharmacognosy; plant breeding; toxicology). General Biology Programme (developmental biology; entomology/peat control; plant molecular controls; plant molecular avenues (lant systematics). Applicants genetics; plant systematics). Applicants

should specify clearly the programme of their interest and the area)s) of their expertise. R/SL/Ls/ALs in Chemistry (Ref. RF/TA/Sci/2) Applicants should be able to teach basic and advanced courses in analytical or physical chemistry, to students majoring both in chemistry and in other science-based programmes, and to conduct an independent

programme of research. Ls/ALs in Mathematics (Ref. RF/TA/Sci/3) Applicants should have specialised knowledge in a main area of pure or applied mathematics.

R/SL/Ls/ALs in Physics (Ref. RF/TA/ScI/4) Expertise in the following areas preferred: Astrophysics and cosmic ray physics; solid state physics (including high Tc superconductivity; semiconductors, positron beam); geophysics, ionospheric physics; general theoretical physics (including plasma physics, nonlinear physics, many body problem etc).

L/AL in Radioisotope Unit

(Ref. RP/TA/Scl/5) Applicants should have appropriate experience in areas related to environmental radioactivity or radiobiology. The appointee will be required to contribute to the Unit's radiological protection service.

Ls/ALs for the Earth Science

ramme (Ref. RF/TA/Sci/6) For this new BSc programme in the Faculty of Science which involves the Departments of Chemistry and Physics, together with the Department of Geography and Geology in the Faculty of Arts, preference will be given to applicants with expertise in at least one of the applicants with expertise in at least one of the following areas: mineralogy; petrology; stratigraphy; palaeontology; sedimentology; geochemistry; geophysics. Applicants should specify clearly the Department of their preference (should a choice be possible) and the Arms(a) of their expertise. the Area(s) of their expertise.

FACULTY OF SOCIAL SCIENCES (Fax Line for enquirles: (852) 5170806) Applicants should possess appropriate higher degrees and/or professional qualifications.

There are at present more than 1,000 academic staff. To cater for the expansion, the staff establishment will need to be increased over the next few years. At present, the University expects to appoint teachers at various levels (le Professor, Reader (R), Senior Lecturer (SL), Lecturer (L), Assistant Lecturer (AL)) in the following departments and disciplines, within the various Faculties. Subject to confirmation of the formal establishment of these vacancies, the selected candidates will be expected to take up

Macroeconomics; Monetary Economics; International Finance; Chinese Economy.

R/SL/L/AL in Management Studies (Ref. RF/TA/SS/2)

Applicants should specialise in Production Management and Business Policy. L in Psychology (Ref. RF/TA/SS/3)

Social Psychologist: with special interest and experience in the application of social psychology in consumer behaviour, advertising and organisations and management. Ls/ALs in Social Work and Social

Administration (Ref. RF/TA/SS/4) Social Work Practice: Groupwork and/or

L/AL in Sociology (Ref. RF/TA/SS/5) A postgraduate qualification in sociology/social anthropology required, preferably PhD.

Ls/ALs in Statistics (Ref. RF/TA/SS/6) Applicants should be qualified in any branch of Statistics or Probability.

ANNUAL SALARIES (SUPERANNUABLE) ARE ON THE FOLLOWING SCALES:

Non-Clinical: HK\$685,620 (US\$88,742) (minimum)

HK\$848,040 (US\$109,765) (average)

Reader (R) HK\$501,120 - 665,700 (9 points) (US\$64,861 - US\$86,164)

Senior Lecturer (SL) HK\$480,360 - 645,300 (9 points) (US\$62,175 - US\$83,522) Lecturer (L) HK\$309,120 - 516,480 (11 points) (US\$40,010 - US\$66,850)

Asst Lecturer (AL) HK\$225,180 - 288,180 (4 points) (US\$29,145 - US\$37,300)

Clinical Reader (R) HK\$957,660 - 1,015,260 (6 points) (US\$123,953 - US\$131,408) Senior Lecturer (SL) HK\$781,200 - 961,800 (11 points)

(US\$101,112 - US\$124,488) Lecturer (L) HK\$292,980 - 589,740 (11 points) (US\$37,921 - US\$76,332)

US dollar equivalents as at 14 January 1992. Starting salaries depend on qualifications

CONDITIONS OF SERVICE

Appointments are normally made on permanent, superannuable terms, subject to a period of probation of not less than 33 months. Staff benefits include generous leave provisions, medical benefits and children's education allowances; housing assistance is also provided in most cases at a charge of

ENQUIRIES

Further particulars (including closing date for application, if any) and application forms may be obtained from the Appointments Officer, Association of Commonwealth Universities, 36 Association of Commonwealth Universities, 36
Gordon Square, London WC1H 0PP, UK; or
from the Secretary of the Faculty in which the
post is to be established. For information about post is to be established. For information about posts RF/TA/Engg/7 and RF/TA/Med/6 and for all other general enquiries, please contact the Assistant Registrar (Staff Appointments) either by phone (852 5499147: 24 hour service) or fax (852 5592058) or e-mail (APPTUNIT@HKUVM1.HKU.HK) or by mail (Appointments Unit, Registry, University of Hong Kong, Pokfulam Road, Hong Kong). All enquiries should quote the reference number and the title of the post in question.



TY.

DUBLIN CITY

LINIVERSITY

Olfseoil Chathair Bhaile Atha Chath

DIRECTOR OF THE IRISH CENTRE

The Centre for Talented Youth Ireland (CTYI) is a new initiative by Dublin City University, in cooperation with

The Johns Hopkins University and supported for a three-year period by the Dublin City University Educational Trust

The Centre will identify high ability children from diverge social and economic backgrounds and help them reach their full potential through stimulating summer programmes.

The Director will be at Lecturer/Senior Lecturer level

depending on experience, with a good record of teaching and research in any discipline. Provision will be made

for the Director to perform limited teaching and supervision

activities within DCU, but the main task will be the

promotion and management of the Centre. More imported than educational background are drive, entrepreneurial stills

and the ability to select and motivate a wide range of staff.

Further details concerning the Centre and Application form are available from the Personnel Office (Tel: 7045149).

Dublin City University, Dublin 9. Candidates wishing to

discuss the development of CTYI informally may telephote Professor Alastair Wood (7045292). Applications close of

University of Otago

Te Whare Wananga o Olago

New Zealand

SENIOR LECTURER - DIRECTOR OF POSI

GRADUATE PROGRAMME IN DIETETICS

The University of Orago is planning the introduction from 1993 of a not postgraduate contractor the training of distillants, subject to the approval of the Arademic Programms of anomalities of the New Zealand Vice-Changlors, Commutae Applications are invited for the position of Disector of the proposed new course, which will be based in the Department of Human Nutrition.

Multithen
Applicants must be registered, or qualified to register, as digitian in New
Zealand, have relevant work experience in any field of digitian in New
Zealand, have relevant work experience in any field of digitias, and have
an appropriate protein appealment of Harman Nutrition for conditation and
implementation of the beaching and practical placement of digition and
implementation of the beaching and practical placement of digitians
sity's mattered distance teaching network. Graduates from the programme
will be eligible for registration as digitians. The person appointed should
be available to take up the post as early as possible in 1992 in order to
complete planning for the maplementation of the course from the beginning
of 1994.

of 1974 Salaro. Initial appropriate at the scale for senior lecturers (SNZ 52.081 - SNZ 63.0944) per annum. An exceptionally well qualified applicant may be considered for appointment in the range above the bar no scale (SNZ 63.232 - SNZ 67.080) per annum. Initial enquiries may be directed to Professor J. J. Mann. Head of the Department of Human Notrition. Telephone (64) (03) 4747959; Fax (64)(03) 477979.

ntending apply ants should write for further information, including a job

description, requirements of the person appointed, and method of application, to the Registrar, University of Olago, PO Box 56, Dunedia, New Zoaland (Fax 164) 003-174 1607.

Applications, quoting reference number A92/5 close with the Registrated February 1972 Liqual opportunity in employment is University policy.

21st. February 1992.

FOR TALENTED YOUTH.

Applications are invited for the post of:



LECTURER/SENIOR LECTURER

Department of Parks, Recreation and Tourism

Applications are invited from sultably qualified men and women for the position of Lecturer/Senior Lecturer in the Department of Parks,

Lincoln is one of two universities in Canterbury, New Zealand. It spe-cializes in Commerce, Management, Agriculture, and Resource and Recreation Management. It has a rural setting and is only twenty min-utes by car from Christchurch, the major South Island city. Christ-church is serviced by an international airport, with direct flights to Australia, the Pacific, and South East Asia.

The appointee will be responsible for developing and teaching sub-lects, or parts of subjects, at undergraduate and postgraduate levels in recreation management, including management of arts, sport, parks, recreation and jourism or other related fields, in addition, the appointee will develop and teach subjects in at least one of the follow-

Social science research methods within parks, recreation and tourism and related fields.

(2) Recreation for special populations, including the recreation needs of people with physical or psychological impairments or who are disabled or disadvantaged as a result of illness, accident, or age.

Applicants should have a Ph.D. level qualification in parks, recreation and tourism or related discipline, but a good Master's degree will be considered. Prior teaching, research, and professional experience will be regarded favourably. The ability to supervise postgraduate student research is essential.

Commencing salary will be established within the following ranges: \$NZ37,440-\$NZ49,088 per annum \$NZ52,000-\$NZ67,080 per annum Lecturer Senior Lecturer

Conditions of Appointment and method of application are available from the undersigned. Please quote vacancy number 92/03 when making enquiries. Applications close on 28 February 1992. Lincoln University is committed to a policy of equal opportunity in education and

A.J. Sargison, Registrar P. O. Box 94 Lincoln University Canterbury, NEW ZEALAND Fax (64)(03) 325 2985

EICE-CHANCELLOR

Morastic reputation for the state and teaching. The University and teaching the University of the State of the University of the State of the University of the University of the University places great importance on the State of the University places great importance on the University and will represent an object the University and will represent the University and University ka's largest universities with an

Vice-Chancellor as required.

evel abilities as academic administrators. An attractive salary p Further details about the position may be obtained by contacting th

Applicants will be distinguished scholars who have demon

Registrar, Mr A L Pritchard, Monash University, Clayton, Victoria 3168, Australia, facsimile 61-3-5652016.

Applications should reach the Vice-Chancellor not later than Friday 27 March 1992. Council reserves the right to make no appointment or to ppoint by invitation at any stage.



Accounting: Applicants are invited for the position of Associate Professor and Coordinator of Accounting in a private, churchirelated, historically black college. Duties include teaching or undergraduate courses in accounting, advising students, participating in academic counting subjects and coordinating the Accounting Program. Ph.D. or

Northwest. The nuccessful candidate will teach a variety of courses, primarily is accounting with the possibility of teaching in the Breace area. Other responsibilities include advising students and committee work. Carroll prides itself on its teaching and personal orientation toward students, and it is therefore expected that the candidate interacts well with students. Ph.D. or D.B. A. preferred, Master's with a professional certification required. Salary range: \$23,000-\$33,000 depending or qualificational certification required. Salary range: \$23,000-\$33,000 depending or qualificational certification required. Salary range: \$23,000-\$33,000 depending or qualificational certification is applicant must have an academic. It is professional certification is a policy of a least three references should be sent to Dr. Jeff Baker, Vica President for Accounting. The applicant have experience in working with doctoral students. Public accounting certification is desired. Faculty are expected to teach at hours per semester, be actively involved in scademic research and provide service to the profession and the university. Salary is commensurate with qualifications and experiences and recommensurate with qualifications and experiences and recommensurate with thouse accounting certification is desired. Faculty are expected to teach at hours per semester, be actively involved in scademic research and provide service to the profession and the university. Salary is commensurate with qualifications and experiences and provide service to the profession of Accounting, College of Busilees send resumes and references to: Dr. Vincent C. Breaner, Chairman, Depart. Places send resumes and references to: Dr. Vincent C. Breaner, Chairman, Depart. Places send resumes and references to: Dr. Vincent C. Breaner, Chairman, Depart. Places send resumes and references to: Dr. Vincent C. Breaner, Chairman, Depart. Places send resumes and references to: Dr. Vincent C. Breaner, Chairman, Depart. Places send resumes and references to: Dr. Vincent C

BEIRUT UNIVERSITY COLLEGE

Faculty Positions Available in Beirut and Byblos, Lebanon

Beirut University College, located in Lebanon with campuses in Beirut. Byblos and Sidon, is interested in receiving vitae of persons who will have completed the terminal degree in their specializations (in most areas, the doctorate) by the date for which the appointment is sought.

Beirut University College is mainly an undergraduate college with graduate programs in business studies and computer science it is chartered by the Board of Regents of the University of the State of New York and has a total enrollment of about 3,500 students. BUC is an equal opportunity employer; however, since United States citizens are, at present, not allowed to travel to or reside in Lebanon, applications from U.S. citizens cannot be considered until this restriction is iffed.

Openings are available in the following fields:

Computer Science Business Studies (Accounting, Management, Marketing)

Education {TEFL and Elementary Education}

Fine and Applied Arts (Advertising, Interior Design, Computer Design) Library Science

Sociology and Anthropology sycnology Hysical Education and Sports Management

be sent to:

Academic Deans Beirut University College 475 Riverside Drive, Room 1846 New York, New York 10115-0065

Interviews will be conducted between April 15 and April 30, 1992 In New York City or in Washington, DC or at a time arranged by job candidate and the dean.



University of Waikato Te Whare Wānanga o Waikato

Hamilton, New Zealand

LECTURER/SENIOR LECTURER IN COMMUNICATION

The Department of Management of The University of Waikato has a vacancy for a lecturer or senior lecturer in management communication. The University seaks a person either with a doctorate in the communication area or working towards one, who can contribute to the undergraduate course in business communication and to courses in oral communication, public relations or interpersonal communication. Applicants interested in developing communication courses in other areas are also welcome to apply.

Current salary range for Lecturers is NZ\$37,440-NZ\$49,086 per annum and for Senior Lecturers NZ\$52,000-NZ\$97,080 por annum.

Enquiries of an academic nature may be made to Dr. Shirley Leitch (tel. (64 7) 956 2889; Fax (64 7) 838 4083). Information on the method of application and conditions of appointment may be obtained from the Academic Staff Unit, University of Walketo, Private Bap 3105, Hamilton, New Zealand (tel. (64 7) 856 2889; Fax (64 7) 856 0135). Applications quoting reference number A62/1 should reach the Academic Staff Unit by 28 February 1992.

Piaces for appointees' children may be available in the crache run by the Campus Creche Society (Inc). The University welcomes applications from suitable people regardless of race, creed, marital status or disability.

Accounting: McKendres College seeks applications for a tenure track position in Accounting beginning August, 1992. Candidates should have an M. B.A., C.P.A. and business experience at the minimum. Duties include teaching 12 credit hours per senseter in day, evading and/or off-campus. mester in day, evaning and/or off-camous programs, student advising, committee service, and course development. A strong committens to undergraduate teaching in a liberal arts environment is required. Rank and salary are open. McKendree College founded in 1828, is a liberal arts college focated approximately 25 miles from 51. Louis, Missouri, enrolling approximately 1100 students. Please send vita and three letters of reference to Dr. Frank Spreng. Chair. Division of Business, McKendree College. Lebanon, Illinois 62254 by March 1, 1992.

Admissions: Director of Admissions, Sheldon Jackson College, Silka, Alaska, Sheldon Jackson College, Silka, Alaska, Sheldon Jackson College of the liberal arts and actiones located on the shores of the north Pacific Ocean in beautiful Southeast Alaska, Currently, 340 students, enroll in six apeculated academic major fields of study. The Director of Admissions will be responsible for austaining enrollment growth to 500 FTE through effective strategies of recruitment and marketing. A selective with an earned master's degree in Student Personnel Services or Matering is preferred (Baccalaureate degree required). Previous professional asperience in admissions at a small liberal arts college is desirable. Management of a successful recruitment program and experience in recruiting a multicultural student population is required. Salary will be commensurate with experience. Nominations and applications will be received through February 22. [972. [abulities with bree current letters of recommendation and a résumé about be directed to: Dr. Michael Kaelke (Attention: Mr. Peterson), President, Sheldon Jackson College, Sheldon Jackson College provides equal employment opportunities, services, and employment opportunities, services, and

Advertising: Professor. Tenure leading Assistant of Associate Professor position available August 1, 1992. Teach in at least two of the following areas principles, copywriting, media, creative strategy/echniques or campaigns; perform service and conduct scholarly research Ph 1) and at least two years professorial and/or agademic experience or Muster's and ignificant professional experience. Salary and rank competitive and commensurate with experience. Vita and three feiters of recommendation to: Dr. Charles Pearce, Chart, Advertising Search Committee, School of Journalism and Mass Communications. Kansas Sate University, 104 Kedzie Halt, Manhattan, Kansas 6505-1501. Review of sprikcants to begin March 1, 1992

RULLETIN BOARD: Positions available City Polytechnic of Hong Kong

the City Polytechnic of Hong Kong is a well established degree granting institution in Hong The Layroyse State of the population is 12,500 and the number is expected to grow to 20,000 by the mid-1990's. The Polytechnic is committed to excellence in teaching and research and bymenus 1770 and research and moderny. The medium of instruction is the medium of instruction is

Applications are invited for the following headship position with the possible title of

ACULTY OF HUMANITIES & SUCIAL SCIENCES

Head of Department of Chinese. Translation and Linguistics

The Department of Chinese, Translation and Linguistics offers undergraduate and postgraduate degrees in translation and interpretation, and a bachelor's degree in applied linguistics with emphasis on computational linguistics that covers speech and text processing of Chinese and English

elload of Department will be expected to provide strong academic leadership in the development bewelding and research in the Department Experience of the management of an academic department would be an advantage. Initial appointment will be on a four-year contract with interim gratuity mable. Candidates who wish to be considered for the title of Professor should indicate this clearly their application.

findlines should possess appropriate scadenic and professional qualifications, substantial relevant percise in tertiary education, and a successful record of research and scholarship

Salary and Conditions of Service

or less than HK\$51,750 (1981). The 7-80 approximately tiper month plus a grationy equal to 25% of the base salary over the contract period and generous fringe benefits

Further Information and Application

luber information concerning the post and the Polytechnic can be obtained from the Personnel Office, GyPolynchuk of Hong Kong 83 Lat Chee Avenue Toowloon Hong Kong (Fax) 288 9334) Applications whe form of a current correction vitae with the manner of three academic referees should reach the

GOLDSMITHS' COLLEGE University of London

Appointment of The Warden

Arising from the retirement of Professor Andrew Rutherford, the Wardenship of Goldsmiths' College will become vacant on 1 October 1992.

The Council of the College, which is the only multi-faculty School of the University in South East London, has established a Committee to recommend an appointment to the post. The Committee invites applications or enquiries from persons wishing to be considered for the

further details may be obtained by writing to the Chairman of Council, c/o the Secretary's Office, Goldsmiths' College, University of London, New Cross, London SE14 6NW.

The Committee will not restrict its consideration to those making application under this advertisement.

The College is an equal opportunities employer.

Alead Affaire Assistant Derector, to grow the correct assistance in all areas of cromings for an expanding Alumn toffice.

Buts include fostering positive relations that it is not to the fostering positive relations and the University commants by working to the University commants by working to the alumni prominent by the top of the program of the University commants by working to the alumni prominent to the top of the program of the University commants by working to the thing is a summer to the top of the program of the University to the program of the University of of the University

American Indian Studies: Tenure track re-ution, rank and first open, beginning of American and an Stodies. In D. preferred and understanding of contemporary Ameri-can Indian Communities required. Letter, we and there letters of recommendation to Thomas Los, American Indian Studies Be-Bartment, San Bego State University, San Dego, Calduras 92187. Revise begin March I. AA-FOR.

Now University invites applications or nonmations for the problem of Dean of 64 Schmid of Medicine at its campus in the West Indos. RESPONSIBILITIES: The Lican, who re-yeds dure by othe Provident of the Uni-

RESPONSIBILITYS THE CONTROL WAS A PROPERTY OF THE PROBLEM OF THE P

ly trained biological anthropologist with Ph 13 to enrich offerings in a newly established undergraduate anthropology major, ideal candidate will be able to offer a warterly of biological anthropology course, teach a 4-fleth introduction course, and teach in a fless into other area of sociology of anthropology, with some preference for Asian specialist, Women and minority applicants especially welcome. Send vita and names in 3 references to Anthropology Search Committee, Department of Sociology Anthropology College of Charleston, Litaleston, Such Carolina 29424 before February 29, 1992.

We are seeking an energetic and enthusiastic researcher and teacher to join a growing business school

Visiting Professor of Accounting

with special interest in

international aspects

exchanges with European and The job involves developing accounting in our study programs and research, particularly with regard to international aspects of financial and management accounting. The position involves cooperation with university colleagues and practitio-

take lead in that work. The Business School has some 1100 graduate and undergraduate students, and a faculty of 135 men and women. Excellent library and computer facilities, with network connections to continental Europe and North America. Frequent vi-

ners. The applicant is expected to

with excellent resources and lively

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Dean Rolf A. Lundin Umeå Business School University of Umeå S-901 87 UMEÅ, Sweden.

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Umea is the administrative center of northern Sweden. Its population of 90,000 offers excellent services, from shopping to medical care, cultural and recreational facilities, frequent air connections.

Duration of the appointment is one year, with possible extension starting not later than the autumn of 1992. Salary negotiable. Send applications or nominations to



Clinical, Chiropractic, and Basic Science Instructors

Send Résumé to: Parker College of Chiropractic Faculty Search 2500 Walnut Hill Lane Dallas, Texas 75229-5668 "An Equal Opportunity Employer"

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February 79, 1992.

Archagology/Athropology: University of Idahu, Department of Sociology and Andahu, Department of Sociology and Andahu, Department of Sociology and Andahu, Department of Sociology and Andahus is preferred by the Andahus is preferred by Andahus is preferred of at least three reference by March 10, 1992 to Donald E. The Andahus is preferred by March 10, 1992 to Donald E. The Andahus is preferred by March 10, 1992 to Donald E. The Andahus is a Charland Char

Management Planning and **Research Consultants**

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require candidates to fill the vacancies a TESTING AND **ASSESSMENT**

with experience in Psychometric Tosting and Assessment. The candidates should be holders of relevant University degree and have a proven experience with:

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initial first year appointments will be MPRC's Saudi Arabian offices in jeddah. Bene-fits and salary will be commensurate with qualifications and experience. Appointments will be finalised in 3-4 weeks from date of interview. Only serious candidates need apply with full C.V. to:

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missions, registration, financial aid, education, interpretations, and monitoring procedures. Qualifications: Master's degree preferred. General knowledge of NCAA rules and regulations. Ability to organize meterial and information and establish strong working relationships with University offices involving admissions, financial aid, etc. Canlidates should possess strong communication skills, both written and erol, and a high level of personal integrity. Basic computer experience extremely hapful. Satary commensurate with experience and qualifications. Application deadline: February 21, 1992. Please send letter of spelication, résumé, collège transcripts, and three letters of recommendation to: Ms. Mikti Plowers, Associate Athletic Director, Old Dominion University, Athletic Administration Building. Noroic, Vinginia 23529. Old Dominion University is an equal opportunity Institution and actively seeks minority candidates.

Advertising/Public Relations: I wa pusitions in Public Relations or Advertising, Assistant/Associate Professor, Search Reopened and Revised. The School of Communication invites applications for two tenure-track assistant/associate professor positions. One in public relations and one in advertising to begin August 16, 1992. Applicants about have demonstrable teaching alreadys in either public relations or advertising and be able to contribute affectively

benefits to all employees without regard to race, culor, religion, national urigin, handicap, age, or sea.

Admissions Director of Admissions Liberianis needs aggressive professional and solling and reading and compents aggressive professional to one professional and to applicate the professional and compensation. For details call its B00 824-1174.

Advertising: Professor, Tenure leading Assets and visual requirement is a gradual for educational requirement in a gradual for educational requirement is a gradual for educational requirement in a gradual for educational requirement is a gradual for educational requirement in Salay to compensation.

UNIVERSITY OF SAN FRANCISCO

COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences at the University of San Francisco invites applications for the following faculty positions anticipated to begin in the Fall of

develop an independent and ongoing research program; new faculty members normally teach three courses per semester. University teaching experience,

evidence of scholarship, and an earned doctorate are required for all positions. Consideration of applications will continue until the positions have been

1992. All positions are anticipated to be tenure-track, at the Assistant Professor level, unless otherwise noted. Tenure-track faculty members are expected to

We particularly encourage minority and women applicants for all positions.

The University of San Francisco is an Equal Opportunity and Affirmative Action Employer.

COMMUNICATION ARTS

Communication Theory. (clo Richard E. Davis, Search Committee Co-Chair. Department of Communication Arts) Doctorate in Communication

preferred. Teaching responsibilities may include organizational

assessments and consulting.

internship coordination.

literature is desirable.

survey. One-year Term Position.

dynamics, Interpersonal communication, symbolic theory, rhetorical

criticism and, particularly, small groups, persuasion, communication research and senior thesis direction. Desirable expertise: intercultural

communication, forensics coaching, and organizational communication

Mass Media Studies. (c/o Steven Runyon, Search Committee Co-Chair,

preferred; professional experience in the media industries desirable.

Teaching responsibilities may include the critical analysis of media

institutions and management (with an emphasis on electronic media),

and topics in media and society. Additional teaching responsibilities may include mass media research, electronic media production, and

(c) Michael B. Lehmann, Chair, Department of Economics)
Applied Econometries. Must have thorough knowledge of commonly

used econometric time series analysis and general statistical packages such as TSP, SHAZAM, and SPSS, and ability to teach theory as well as

applied courses with regular computer laboratory sessions. Teaching Responsibilities may include econometrics, economic and business forecasting, and various levels of micro-and macroeconomics. One-year

Money and Banking and Financial Markets. Teaching responsibilities may include econometric analysis, modelling, forecasting, standard

sessions. The faculty member is expected to guide Master's degree

Political Feonomy of the Pacific Rim. Teaching responsibilities may include Pacific Rim trade, investment and finance, political and commercial institutions, econometric analysis, modelling, forecasting,

various levels of micro- and macroeconomics; some courses may include

regular computer laboratory sessions. The faculty member is expected to

guide Master's degree students, and to assist in the development of an

(c) Fr. Liteard V. Stackpaole, S.J., Chair, Department of English) Romantic and/or 18th Century Literature AND Modern British and/or

Victorian literature. Some competence in second field is required.

Familiarity with modern critical theory, continental literature or dramatic

Director of Undergraduate Writing Programs. This post involves some teaching at the undergraduate and graduate levels. Some administrative experience is required. Assistant or Associate Level.

(clo Frank I., Reach, Chair, Department of History) Color rank t., neach, Chair, Department of Fusiory)

East Asian History. Doctorate in Chinese or Japanese history required.

Teaching Responsibilities may include upper-division courses in Chinese and Japanese history, as well as the lower-division East Asian history

innovative multidisciplinary program in the Pacific Rim.

macroeconomies; some courses may include regular computer laboratory

money and banking sequence, various levels of micro- and

ECONOMICS

Department of Communication Arts) Doctorate in Communication



SCHOOL OF **EDUCATION**

Valdosta State College

EARLY CHILDHOOD AND READING EDUCATION—Two positions (tenure track). Teach and advise students, provide service to public schools, write grants, and conduct research. Position 1: Associate/Professor—Qualifications: Barned doctorate in early childhood, science education or a related field. Public school teaching experience is required. Pastidon 2: Assistant/Associate Professor—Qualifications: Barned doctorate in early childhood, social studies education or a related field. Public school teaching experience is required.

EDUCATIONAL ADMINISTRATION AND SUPERVISION-Two posi-EDUCATIONAL ADMINISTRATION AND SUPERVISION—Two posi-tions: One Assistant/Associate and one Associate/Full Professor (tenure track). Teach and advise graduate students, conduct research, and partici-pate in all programs, including off-campus assignments. These two faculty members are expected to assist with the department's efforts to develop a doctoral program with an emphasis on applied research. Programs include M.Ed., Ed.S., and a cooperative Ph.D. with Georgia State University. Qualifications: Earned doctorate in educational administration or related area and public school administrative experience are required. Directing dissertation research and an established record of research and publication are also required.

HEALTH, PHYSICAL EDUCATION AND ATHLETICS—Instructor/Assistant Professor (tenure track). Teach undergraduate basic health and activity courses in the Department. Qualifications: Earned doctorate or ABD preferred, muster's degree required in physical education or a related field. Red Cross First Ald and WSI certification desirable.

field. Red Cross First Ald and WSI certification desirable.

PSYCHOLOGY, COUNSELING AND GUIDANCE—Two positions, Responsibilities: Teach undergraduate and graduate courses on and officampus in existing programs and in specialty area, advise students, participate in service to the College, community, and professional organizations, assist with program development/evaluation, and develop a record of scholarly accomplishments. Qualifications: Position 1: Assistant/Associate Professor—Counselor Education Program (tenure track). Earned doctorate or ABD preferred, master's required in counseling, with specialization or emphasis in elementary school counseling. Elementary school counseling asperience preferred. College teaching experience desired, as well as evidence of scholarly potential. Position 2: Assistant/Associate Professor (tenure track). Earned doctorate in psychology. College teaching experience desired, as well as evidence of scholarly potential.

SECONDARY EDUCATION/INSTRUCTIONAL TECHNOLOGY—In-

SECONDARY EDUCATION/INSTRUCTIONAL TECHNOLOGY—In-SECONDARY EDUCATION/INSTRUCTIONAL TECHNOLOGY—Instructor/Assistant Professor (non-tenure track). Instructional Technology Lab Coordinator: Coordinate the activities of the ITL. Supervise staff and student workers, assist faculty and students, and teach workshops on the use of instructional technology and representations: Earned doctorate in Instructional Technology preferred; master's degree in educational, communications, or technology are will be considered. Experience required in technology and management, including knowledge and skill in interpersonal relations, equipment set-up, operation of microcomputers (MAC, [BM, APPLE), video, CD-ROM, and selection of software and hardware.

lection of software and hardware.

VOCATIONAL EDUCATION—Two positions, Assistant/Associate Professor (tenure track). Position 1: Teach and advise students in business education/microcomputers, provide service to public schools, and conduct research. Programs include baccalaureate, master's and specialist. Qualifications: Earned doctorate or ABD preferred, master's required, in business education or a related field, Public school or postsecondary teaching experience and potential for research and publication are also required. Position 2: Teach trade and industrial tencher education courses and general vocational education teacher education courses. Qualifications: Earned doctorate or ABD preferred, master's required, in trade and industrial education or a related field. Public school or postsecondary teaching experience and potential for research and publication are also required. Teaching ability in microcomputer applications beneficial.

Salary/Contract: Salary commensurate with qualifications. Nine-month contract with the possibility of summer teaching. (Note: The Secondary Education position has a twelve-month contract.)

Starting Date: September 1, 1992.

General Information: The School of Education contains eight departments. The educational curricula are accredited by NCATE. Valdosta State College is a unit of the University System of Georgia and is accredited by SACS. Enrollment is approximately 7,500 students. Faculty receive all benefits provided by the University System of Georgia, including hospital and major medical insurance, group life Insurance, and participation in the Georgia Teacher's Retirement System and Social Security. Valdosta, a city of approximately 50,000 people, is located off Interstate 75 and is 15 miles from the Florida state line.

Applications: Send letter of application specifying position sought, résumé, names and phone numbers of three references, and transcripts to:

Dr. Robert O. Michael c/o Dean's Office School of Education Valdosta State College Voldosta, Georgia 31698

Closing Date: Application materials should be received by March 1, 1992, in order to receive full consideration. All positions are subject to funding approval.

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Aviation Maintenance Technology: The College of Technical Careers at Southern tillnois University at Carbondub is seeking qualified applicants for the position of Assistant Professor within the College's Aviation Maintenance Technology program beating August 16, 1992, or until acceptable applicant is found. This position is a continuing position and may lead to tenure. Qualifications: Master's degree in Business, Education or aviation-related field remains. Qualifications: Muster's degree in Business, Education or aviation-related field required. Successful applicant sust possess an A&P license and anust be a graduate of an FAR 147 approved institution. Minimum two years' full-time aviation industry experience preferred. Successful postace-ondary teaching experiences in the primary teaching areas preferred. Inspection Authorization preferred. Must show demonstrated interest in researchischolarly extivities. and professional organization-factivities. Responsibilities: Teach course in an FAA Part 147 approved sufframe and powerplant carriculum. Participate in program, college and university levels. Houses in scholarly research and professional services and other duties as determined. Application Desdition: April 1, 1992, or until sultable applicant is found. To apply send letter of interest, current vitag, and three letters of reference in: Larry Stoples, Acting Director CTC/Division of Aviation Technologies, Southern Illinois Airport, Southern Illinois Airpor

is graduate seme seer hours both in biology and chemistry. Qualifications include per-sonal lifestyle that is consistent with the distinctive and religious mission of a Chris-tian liberal arts college. Send letter of appli-cation, vim, transcripts, and a list of three references to: Dr. Stan Lott, Vice Presi-dent Academic Affairs, Louislana College, Pineville, Louislana 71360.

Biochemistry/Research: Instructor in Biochemistry. To perform blochemical research in the specific area of horsomalin-flammatory methotor receptor signaling mechanisms. Plan and perform experiments, analyze data, write manuscripts for publication and write independent grant proposals in this area of research Supervise one or more laboratory researchers. Requires Ph.D. or contivalent in Biochemistry with two years of postdoctoral training in blochemical research with specialization of hormone receptor mechanisms. Must have research with the pecialization of hormone receptor mechanisms demonstrated by publication of at least five articles in referred dormals. To apply, submit carriculum vine and three letters of reference to Freas Benjoyment Commission, TEC Building, Austic, Texas 78778, or apply in pesson to the near-

The University of Wyoming

Announcing a Position in **Mathematics Education** in The College of Education and The Department of Mathematics of the College of Arts and Sciences of the University of Wyoming

The only four-year university in Wyoming, the University of Wyoming has an enrollment of approximately 10,000 students. If you are interested in joining a faculty which is designing innovative teacher education programs including elements of teaming and interdisciplinary approaches and feel you qualify for the position listed below, your application is invited.

Candidates should have a doctorate in mathematics or mathematics educa-tion and have demonstrated ability to interact in both the Mathematics Department and the College of Education.

The position will entail the development and teaching of methods courses in mathematics education for both elementary and secondary education majors. In addition, the successful applicant will be expected to conduct graduate level seminars in mathematics education and to work with the Mathematics Department in developing and teaching mathematics courses. The position also involves some undergraduate advising as well as directing Master's and Ph.D. students. Participation in outreach will also be expected.

Salary and rank are commensurate with experience and qualifications. A personal microcomputer, graduate assistance and an adequate travel budget will be provided. In addition, a reduced reaching load to accommodate funding and research activities will be made available.

Screening will begin March 10, 1992, and continue until the post is filled. Send résumé and three to five letters of reference directly to:

A. Duane Porter
Mathematics Education Search Committee
Mathematics Department
P. O. Box 3036, University Station
Laramie, Wyoming 82071



UNIVERSITY OF NEBRASKA-LINCOLN Special Education

Seek Assistant Professor of Special Education, tenure-track, in the Department of Special Education and Communication Disorders. Will participate in all aspects of undergraduate and graduate level training programs for teachers of students with mild handicaps including mainstreaming of students. Must actively pursue a program of research publication/external grant support.

Requires Ph.D. with emphasis in special education. Prefer experience working with students with special needs. Must have knowledge of state-of-the-art instructional strategies and programming for children and adolescents in special and regular education programs. An established record and/or potential for scholarly productivity is required. Salary will be commensurate with training and experience.

Screening of applicants will begin March 1, and continue until a candidate is hired. Send letter of application, professional vita, and three current letters of

Dr. Pat Mironda, Chair Soarch Committee, Special Education and Communication Disorders University of Nebraska-Lincoln Lincoln, Nebraska 68583-0732

Affirmative Action, Equal Opportunity Employe ********************

ASSOCIATE OR FULL PROFESSOR **EDUCATIONAL ADMINISTRATION** Southern Connecticut State University

The Department of Administration and Supervision in the SCSU School of Education invites applications and nominations for a full-time, tenure-track position in sixth year professional programs, for the preparation of superintendents of schools and intermediate administrators/supervisors at building and district levels. Each candidate must have successfully completed, or mearly completed, a doctorate in educational administration and have a central office level, preferably as superintendent of schools. Teaching ability is paramount; willingness to engage in research, publication, supervision of administrative interns, and service to public schools is essential.

Position available: August 24, 1992, subject to availability of funding on available: August 24, 1992, subject to availability of funding. Minority candidates are encouraged to apply and identify themselves. A setter of interest, résumé, and names/addresses/phone numbers of three references should be sent by February 15, 1992 to: Dr. Jane W. Ruch, Chairperson, Administration/Supervision Department, Southern Connecticut State University, 501 Crescent Street, New Haven, CT 06515.

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Blochemistry / Research Binchemist / Research Scientist, States Island. To dealth, develop and instement experiments to characterize Isoforms of 2 key enzymes of cell utimulated phospholipid metabolism, namely phospholidylinosito-specific phospholipace. C and discriptycerol kinese. Employee will use sophisticated molecular biological techniques. Studies will characterize its developmental appearance of the Isoforms in primitive and modern species.

and to look for abnormalities in model system and human diseases. Employee will supervise one graduate student. Master's deserte in Blochemstry and 2 years' experience and Blochemstry and 2 years' experience are to blochemical season in the advantage of medical research using blochemical and molecular blolosy approaches. The techniques required seasons is been also been approached to the season blochemical and molecular blolosy approaches. The techniques required to the protocols. DNA acquencing, Northern and Southern bloch analysis, sene expression, invitro transcription and translation gasiyatis enzyms susay, 1916 extraction and translation gasiyatis enzyms susay, 1916 extraction and translation for the sene annum, Send letter of resums in dupiling the sene of the sum of the sum

Wayne State University Associate or Full Professor

Specializing in Dispute Resolution Research

Wayne State University's College of Urban, Labor, and Metropolitan Alfan (CULMA) sceles a senior scholar in dispute resolution theory. Application welcome from the social or behavioral sciences, law, industrial relation of programs dealing with topics such as bargaining strategy, multiparty pagesses, and ethnic, cultural or gender values in dispute resolution. The appointee will be expected to assume leadership in the development curriculum, particularly relating to CULMA's new Master's in Disposition being implemented in conjunction with Wayne State's Hewlerfor dation Program in Mediating Theory and Democratic Systems. Wayne State University, situated in one of America's most ethnically reculturally diverse metropolitian areas, is one of Michigan's three majores prehensive research institutions. It enrolls more than 33,000 sudent, a cluding approximately 13,000 graduate and professional student, here 175 fields. Its main campus is in Detroit's University/Cultural Center disign

Tenure will be granted in the corresponding academic discipline, or CULMA. The appointee will be expected to maintain a high level of reach productivity; the teaching load is expected to be one course per sense Support is available for graduate research assistants and post-dooted to lows. Salary is highly competitive and commensurate with qualifications:

The position is available September 1992; applicant review will consume the position is filled. Applications of minorities and women are study encouraged. Applicants should send a letter of interest, conficular viae, in names, addresses, and phone numbers of three references to:

plication plication phone numbers of three phone numbers of three phone numbers of three phone numbers of three phone phone numbers of three phone chair of Search Committee and Chair of Search Committee and Conflict Studies 2319 faculty/Administration Building Wayne State University Detroit, MI 48202

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UIC The University of Illinois at Chicago

JANE ADDAMS COLLEGE OF SOCIAL WORK

invites applications to fill the newly created position of Associate Dean (Effective August 1992)

Support and standate faculty stoking external funding for research

 Create an almosphere among faculty that employ-sees forsted and nonfinided research Devokep it passive and working notwork with federal, state, and notwork with tenerar, array, in-formation funding record of Develop hystomatic incogenious for academic service agency collaboration in practice-relieved

rovide technical assistant e to faculty in the design and proposals

Interested persons stimuld cubrint a letter of application, cumculum vita a serit of recent publications, and the manies, addresses, and phone numbers of the references. Applications from eithnic manorities and women are welcomed the search will remain open until the position is filled but screening will begin March 2, 1992. See any constitution and contaction materials in.

Rank and Salary:

Must meet University

requirements for tenure at the Associate or Full Professor and Salary is competitive and commensurate with expension 12 month appointment

Doctorate in Social Workers

related field

Master of Social Work prefered

Demonstrated record of security

grants • Demonstrated record of

scholarship
Krawledge of funding resource
at foderal and state governer
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Professor Doe Morgan Krpatrick, Chairperson Search Committee for the Associate Dean Jane Addems College of Social Work (M/C 309) The University of fivings at Chicago Box 4348 Chicago, Illino s 60680

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cuie to SAH#278, Room 30). (Inc. Main Sireet, Brooklyn, New York 1120).

Biological Sciences: Fast Tennessee State University. Assistant/Assacrate Professor in Department of Microbiology for Ph 11. modecular biologist Recearch experience and applications in regulation of gene extraction of the professor in regulation of cell function, regulation of the professor in the professor i Biological Sciences: East Tennessee State University. Assistant/Assistant Prefessor in Department of Microbiology for Ph II. molecular biologic Research experience and applications in regulation of gene expression required. Department strengths sciences, regulation of cell function, regulation of cell function, regulation of cell function. cytokines, regulation of cell function, regulation of viral series and mercolval pathogenesis. Applicants miss apply molecular biology techniques to one or more of these area, most establishmanian intelegendent and collaborative research programs, and leach medical mid graduate students. Non-tenure track provious Competitive aslaty, wart-up funds, location in geographically desirable area. Send curriculum vitae, siglement of nevearch interests, and these reference letters to Dwight W. Lambe, 1s.. Ph. D., Chairman, Department of Microbiology, James 11. Quilen College of Medicine, East Tennesse State University (ETSU), Bux 70, 379, Johnson City, Ternessee 37614-0579, ETSU is an Equil Opportunity, Affirmative Action Employer.

Biological Sciences: Assistant Professor. The Department of Biological Sciences or the Separation of Biological Sciences or vites applications for a tenure-track position at the assistant professor level beginning August 1992. Ph. D. required, preference will be given to those with teaching and research experience. Responsibilities include teaching human snatumy and physiology and other countest in area of experies. Establishment of an active independence research program involving understanding and M.S.-level students is expected. Research area is open; however.

Mitchell, Department of the control State University
42071. 502-762-315.

Biological Sciences: Western Kicker
University seeks applications for retransport of the property instructorisations gasyear temporary instructorisations gastop postulion in biological sciences for his
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BULLETIN BOARD: Positions available

Rice University Jesse H. Jones Graduate School of Administration

Visiting Assistant/ Associate/Full Professor of Economics

The Jones Graduate School of Administation at Rice University is
seeking a visiting faculty member
to the Spring Semester of 1993 to
teach two sections of Macroeconomics in the MBA program. The
course is a two credit hour extending for ten weeks of the fifteen
week tenester. A Ph.D. and evidence of high quality leaching and
research are required. The Jones
Graduate School provides an excellent teaching environment with
uncommody able students and
state-of-the-ard classroom facilities.

Send vita and student evaluations of teaching to Dr. Wilfred C. Uecker, Associate Dean for Academic Affairs, Jesse H. Jones Graduate School of Administration, Rice University, P. G. Box 1892; Houston, Texas 77251-1892; (713) 527-4869. An Equal Opportunity, Affirmative Action Employer.

FORDHAM UNIVERSITY GRADUATE SCHOOL OF EDUCATION **DIVISION OF**

CURRICULUM AND TEACHING is seeking an

Director of Early Childhood Programs Assistant or associate profession position on muse teach. Teach and condinuous sally childhood programs at both pre-service and graduatu levels. Must knee doctorate. Fulld experience exsential, research and publication interest on cos-say Position begins. Suptember 1992. Sand résumé to

Early Childhood Educator

Dr. Carolyn Hedley Fordham University Graduate School of Education 113 West 60th Street, #1102 New York, New York 10023

<u>Laska pacific</u>

Assistant Professor of Biology/Ecology

Faculty appointment in the Dept of Natural Resources and Mathematics Primary areas of teaching are biology, ecology, and natural resources. Earned docturate required Effective date of this ninemonth appointment is August 15, 1932. Salary DOE Beneits include its and health insurance, and TIAA-CREF retirement. Deading for appolications is Magrab 15. the for applications is March 15, 1992, or until filled.

Send résumé, transcripts and the letters of recommendation to Dr Jim Brown; Alaska Pactic Univer-sity 4101 University Drive, An-chorage, Alaska 93508.

ment, Western Michigan University, Kala-nazoo, Michigan 49008. Review of aprilea-don, will begin February 20, 1992 and will contage until position is filled

though position is filled

though positions: Cellular Endows, environmental ecology and general indicasy coordination. Three positions at Ansatant or
Associate Professor level to teach: 1:1Celluis blody folia microbiology, plant (nyuflow) and scientific Communication) 2:
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Experience in general survivasad integrate highly desirable. Applicants
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Emphases

Biology: Budage the three positions. General Hardess Specialists—Tenure track position at the Austract Professor level beauting a broad Parkingond in biology, also motivation at tracking and credited organizational vigils or confidurate introductory courses for organization and non-neglest. The successful considerate modificated to considerate modificated of considerate modificated of confidurate in the course. For successful confiderate of other facility in these courses, present introductory Broadward and the course and table of the facility in the course of the course of

Kearner, Kearner, Neitraska M849 Salativ re-come unrate Arguization deadline March 18, 1992 or until prations filled An Hard Opportunity. Affirmative Action Employer:

Stokes: Medicante-three positions, Gen.

Bulletin Board (202) 466-1050

tions will teach majors and/or non-majora courses beginning August, 1992. The mission of Northeast Missouri State University is to provide an outstanding liberal arts and arteness education to an exademically-talented student body while remainance economically accessible. Northeast is committed to challenging and supporting atudents in their learning, and it subscribes to the AAHE's "Saven Principles for Good Procince in Undergraduate Education. Active learning is a major component of the educational environment—in the classroom or laboratory, in advising sessions, in collaborative research, and in service to the university and community. As a part of their teaching responsibilities, all tenure track facility responsibilities, all tenure track facility members are aspected to serve as academic arbitrors. Candidates for all three positions should have a Ph. D. or equivalent and demonstrate a strong commitment to undergraduate education. Send cover letter indicating the position(a) for which you are applying, statement of teaching philosophy ("ageclast" applicants should also include statement of educational research social), curriculum wine, medergraduate and graduate transcripts, and three letters of reference to Dr. George Shiam, Biolosy Search Committee, Division of Science, Northeast Missouri State University, Kirksville, Missouri 63501. Consideration of completed applications will begin March 2 and coatinue unit positions are filled, Northeast Missouri State University is an Equal Opportunity Employer, and womes, minorities, the disabled, and vesterana are encouraged to apply.

required; a specialty in the early Middle Ages is preferred. A strong second field in late Roman history is preferred. Graduate work in medieval literature and/or art history would enhance the application. Teaching responsibilities may include, micralia, Western Civilization, surveys of the classical world, and upper-division medieval history. MATHEMATICS

Medieval History. A specialty in Western European medieval history is

(clo Millianne P. Lehmann, Chair, Department of Mathematics) Preference for candidates interested in teaching a broad range of undergraduate mathematics courses. Experience in integrating use of mathematical software with classroom instruction is especially desired.

MODERN LANGUAGES

(clo Edward J. Muenk, Chair, Department of Modern and Classical Languages) Native fluency in the referenced language required. Candidates must be able to teach language, literature, and culture courses and participate in expanding undergraduate programs that emphasize mastery of current idlom through extensive use of modern pedagogical and technological resources, including the employment of native-level speaker teaching

French. Candidate must also be able to teach a range of lower- and upperdivision courses in an expanding major program that emphasizes proficiency in current French idiom through oral and written competency

Japanese. Candidate will also participate in development and plementation of proposed interdisciplinary Master's degree program in Asian Pacific Liberal Studies.

Spanish. Specialization in linguistics or Hispanic 20th century literature will enhance any application.

PHILOSOPHY

(clo Desmand]. FitzGeruld, Chair, Department of Philosophy)

Philosophy of Science/Contemporary British and American Philosophy.

Excellence in teaching is of primary concern. The faculty member should expect most teaching to be in required General Education courses such as ethics, where knowledge of various ethical traditions is presumed. Teaching responsibilities may include, inter alin, philosophy of science, contemporary British philosophy, contemporary American philosophy, introduction to philosophy, critical thinking, philosophy of the human person, philosophical theology, ethics, bioethics, business ethics.

PSYCHOLOGY

(c)o Lenerence E. Murphy, Chair, Department of Psychology)
Undergraduate department with faculty interests in developmental, cognitive, social, experimental, psychometrics, cross-cultural, and industrial/organizational. Applicants should also submit a four-page statement of orientation to psychology and teaching.

Clinical Psychology. Clinical experience is required; licensure is desired. Teaching responsibilities may include, inter alia, abnormal, counseling, adult development, introductory psychology, and areas of professional interest. One-year Term Position, pending budgelary approxist.

Experimental Psychology. Teaching Responsibilities may include, inter alia, learning, cognitive, physiological, statistics for social scientists, research design, introductory psychology.

Applicants should submit a letter of application, curriculum vitae, transcripts, brief description of research plans, evidence of teaching ability, and three letters of recommendation to the appropriate Search Committee at the following address: University of San Francisco, 2130 Fulton Street, San Francisco, CA

Established as San Francisco's first institution of higher hearning in 1855, the University of San Francisco is a private Catholic and Jesuit institution with an enrollment of 6,5181 students. The University's principal mission is the liberal education of students in the arts and sciences, as well as the preparation of professionals for education, 6.5tht students The University's pr nursing, business, and law.

newable, ten months, not tenure eligible. The Integrated Studies Program is a coordinated studies program of 4-5 courses of fered to first year students for one or two semesters. The coordinator should be interested in the integration of natural sciences with the Humanities and Social Sciences, Daties include teaching, creative integration of science into the curriculum, attaching creative fine translation in the curriculum, attaching steenes. Strong, documented integral and background in undergraduate teaching. Salary commentative with background and experience. Letters of application should be received by March 1, 1992. They should be seen to Professors Gerald Lawrence and Patricks Sanlorn. Box 8012, University of North Dakota, Grand Farky. North Dakota 58202. UND is an equal opportunity, affirmative action insitution.



Prescott College TOR THE TUBERAL ARTS AND THE ENVIRONMENT

> 220 Grove Avenue Prescott, Arizona 86301 (602) 778-2090

Press our College is a private, four-year liberal arts college in the mountains of central Arizona. Our educational philosophy stresses experiential learning and self-direction within an unexdisciplinary curriculum. Environmental issues, field study, and a communicin to liberal education are emphasized across the curriculum. The College has four divisions the Resident Degree Program, the Adult Degree Program, the College has four divisions the Resident Degree Program, the Master of Arts Degree Program. All of the positions announced below are in the Resident Degree Program, which currently circults 350 indergraduates.

While the degree qualification clearly preferred for faculty positions is an earned doctorate or other terminal degree, we also encourage applications from exceptional candidates with Master's degrees, significant non-scalemic experience, or other compelling qualifications. The most important arributes we seek are demonstrated excellence in teaching, demonstrated excellence in professional or scholarly activities, the ability to contribute to programs outside of the candidate's primary field, and a commitment to truly student-centered, liberal arts education. Carrent openings are as follows:

Statem-centered, liberal arts education. Carrent openings are as follows: Psychology & Counseling, two positions. Both positions will increase our offerings in foundations of psychology and counseling, while also strengthening interdisciplinary links with other departments. Londation areas include theory and practice of counseling, cross-cultural counseling, interpersonal communication, nature of human conscionaness, brespan development, educational psychology, curriculum design and theories of instruction. In addition, we seek candidates able to contribute to interdisciplinary offerings in one or more of the following areas; gender studies, wibberness-based treatment methods, social psychology or environmental psychology. Candidates with chincal experience are strongly preferred for the position. Materials to Prof. Carol Kennedy, Search Commutee Chair.

this position. Materials to Prof. Carol Kennedy, Search Committee Chair. Sociology, Political Science, two positions. The College is in the process of shaping an interdisciplinary social science curriculum. The goal is to provide students with an instorical and cultural context that informs contemporary social analysis and works toward a sustainable future. While our primary need is in the foundations of sociology and political science, we attempt to reach much of the introductory theory in the context of interdisciplinary content. The successful caralidate will also be able to contribute interdisciplinary offerings in one or more of the following areas: comparative sociology, global development, social and political aspects of environmental issues, cratique of contemporary culture, social justice and peace studies, or sustainable community. Materials to Prof. Dana Oswald, Search Committee Chair.

Environmental Studies. Primary teaching responsibilities in foundations of biology and ecology, with an emphasis on plant ecology, plant-animal interactions, and botany. The successful candidate will also have the demonstrated ability to teach advanced courses and independent studies, and to contribute to interdisciplinary programs outside of the candidate's primary field. Many of our Environmental Studies offerings are mobile field courses, and make extensive use of the Southwest as a classroom in heu of laboratories. We are also in the process of developing programs based out of the College's new field station in Kino Bay, Mexico. Materials to Prof. Mark Riegner, Search Committee Chair.

Religious Studies. This is a new position intended to strengthen an integrated Humanines carriculum that includes history, world civilizations, and philosophy. Primary teaching responsibilities in comparative religion, new religious paradigms, eastern and western mysticism, and cross-enhand and global perspectives of spirituality. Materials to Prof. Bill Walton, Search Committee Chair.

Writing and Literature, position redefined. The College seeks a practicing fiction writer whose primary interest is teaching basic writing and liction writing, and working individually each student writers. Teaching responsibilities in literature in introductory and interdisciplinary courses. Crosscultural teaching interests are an asset for this position. Materials to Prof. Shella Sanderson, Search Committee Chair.

Preferred start date for all positions is August 1992. All searches will remain open until positions are filled. Send letter of application including statement of educational philosophy, vira, official graduate transcripts, and names of three references who can be contacted by relephone to the Search Commutee Chair indicated for that position. Chair indicated for that position.

Prescott College is strongly committed to affirmative action. We recruit students and employees without regard for race, sex, color, national origin, religion, age, disability, marital or parental status, or sexual orientation.

8 fology: Tenure track faculty pusuion available August 19, 1992. Responsibilities include developing and teaching courses in buttany, unatomy/physiology, microbiology and genetics. Master's degree required, decionate preferred in Biology but breadth of preparation is significantly important. Demonstrated reaching ability deared. Submit applications to Roser Rand. Chairman, Division of Mathematics, Science and Technology. Valley City, State University, Valley City, North Dakon, 8072; telephone (701) 845-7452. Applications complete with resumes, official transcripts and at least three letters of reference submitted by the reference of reference submitted by the reference of the placement office directly to the Division Chairman must be received by March 9, 1992. Applications not completed by March 9, 1992. Applications not completed by March 9, 1992. Applications not completed by March 9, 1992. Applications and experience. See adulting undergraduate, Rank and salary-commensurate to qualifications and experience. not completed by March 9 will not be guar-noted consideration. VCSU is an AA/ EOE.

Bloingys Assistant Professor Biology. Antioch Collego seeks applicants and cominees
for a tecture-track position as an Assistant
Professor of Biology to begin September 1,
1992. Cambidate should have a completed
doctorate and experience in blochemistry,
developmental bloingy, or molecular evolution. Antioch seeks an individual who has
a commitment to liberal arts undergraduate
tenching and the involvement of students in
research. In addition, the successful applicant will show evidence of potential to
make creative contributions to our intendiscivilizary programs designed to prepare undergraduate science majors for graduate
and professional training in the biomedical
and environmental sciences/studies, Antioch Collego is particularly interested in
candidates who are able to incorporate ethnic, gender, and minority concerns into the
context of their regularly offered courses.
Send nominations and applications, factuaing three references, to: R. Eugene Rice,
Dean of Faculty, Antioch College, 795 Livermore. Street. Yellow. Springs. Ohio

commensurate to qualifications and experience. Send letter of application, résumé, transcripts, and three letters of reference to Dr. Thomas Nelson, Department of Biological Sciences, Arkansas Tech University, Russellville, Arizona 72801. Application deadling March 15, 1992, or until filled. AA/POE.

Educational Administration/ Leadership Faculty

ARKANSAS STATE UNIVERSITY Jonesboro, Arkansas

Positions—Two nine month, tenure track positions at the rank of associate or full professor. To begin service August 15, 1992. These professors will hold rank in the Department of Educational Administration & Secondary Education and will be appointed as core faculty to the university's Center for Excellence in Education—a newly established untl with responsibility to implementing ASU's first doctoral degree (the LiLD, degree in educational leadership). Major responsibilities and espectations include teaching in specialized area(s) of expertise, advising/directing graduate student research tespecially that of doctoral students in educational leadership), and conducting and conducting and conducting as of the professor in educational leadership. ng and publishing significant research in educational leadership.

Oualitications—(1) doctorate in educational administration or leadership; (2) experience as a faculty member in a rhoctoral-level educational administration or leadership program, with significant expenence clirecting doctoral student research and dissertations; (3) competence in scholarship demonstrated through publication or respected refereed purnals; (4) demonstrated competence in teaching at the university level; (5) personal characteristics which will contribute to the racial and/or gender diversity of the menter and department; and, for one of the two positions, (6) interest and qualitic ations to teach courses in advanced quantitative and/or qualitative research methodology.

oclology.

Application Procedure—Submit letter of application (including description of areas of teaching and research expentise in the field of educational administration/leadership), resumé, transcripts, a list of references (including addresses and phone numbers), and other pertinent supporting materials (e.g., article reprints, student evaluations, course syllab). list of dissertations chaired during the past five yearst to: Dr. Linda Wesson, Search Committee Chair, Arkansas State University, Post Office Box 2781. State University, AR 72467-2781. Applications will be accepted until the position is tilled or the search is closed. Review of applications will begin immediately; those submitted theore Tebruary 15th are assured toll consideration. ASO is an Equal Opportunity and Affirmative Action Employer; protected status and minimity Opportunity and Affirmative Action Employer; protected status and ministry applicants will be given preference and are invited to identify themselves in the application process.

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LEBANON VALLEY COLLEGE

TEACHER EDUCATION POSITION: Department of Teacher Education: elementary and secondary teaching certification programs. One full time, tenure track faculty position, leginning August, 1992. RANK: Assistant Professor

QUALIFICATIONS: Non-negotiable: Doctorate (Ph.D. or Ed.D.) in caluca-tion. Elementary teaching experience, Demonstrated leadership ability. Negotialite: Pre-school clubblood, middle school, or high school teaching experience. College level teaching.

experience. College level teaching.

RESPONSIBILITIES: Teach undergraduate methods courses in Elementary Education major; primarily, mathematics and the physical sciences; evenual arily, social studies and the language arts. Teach professional charatton courses in secondary certification ideals. Supervise elementary and secondary field experiences. Advise students, contribute to on-point program development, foater parinerships with local schools, and generally contribute to program excellence!

SALARY: Commensurate with qualifications and experience

SALARY I Commensurate with quantizations and experience.

COLLEGER Lebaron Valley College is a private, coordinational, liberal international beated in Anneille, PA. It is bornted chose to Hersdey and Hatrisburg, PA. The college has a full-time cutoffluent of almost 650 students. Currently more than 100 students are majoring to elementary education and approximately 40 students are pursuing secondary teacher certification. APPLICATION DEADLINE: February 27, 1992. Send application, resume, and three recent written references, including addresses and phone mini-bers to:

> Dr. Michael A. Grella, Chahman Department of Teseher Education Lebanon Yalley College Annville, PA 170(3-050) An AA/EOE employer

UNIVERSITY OF ARKANSAS AT MONTICELLO

Assistant Professor - History

Tenure-track position at the assistant professor level to teach Latin American history, surveys in American as well as world civilization, and advanced tourses. Ability to teach a course in the American West helpful. Qualifications include doctorate in history, commitment to excellence in teaching and close interaction with students, and interest in outreach and special academic alliance projects with teachers. Other expectations include student advairing, participation in departmental and university affairs, and strong involvement in professional activities. The successful candidate will be part of an eleven-person multi-disciplinary department. Position begins August 17, 1992. Women and minorities are strongly urged to apply. Send letter of application, vira, and at least three letters of reference to, John N. Short, Head, Department of Social and Behavioral Sciences, University of Arkanasa at Monteello, Monticello, AR 71655. Review of applications will Legat March 15, 1992 and will continue until the position is filted. March 15, 1992 and will continue until the position is filled.

AN EEO/AA EMPLOYER

Biology/Academic Affairs: Pending budgetary resources, the Molecular and Cell Reology Department of the University of California,
Berkeley, seeks an Academic Coordinator (9-month) for lestoductory Biology
(i.A.), effective July 2, 1992, at 80% time,
with an ureiton of recewal at a minimum
fall-time apparate with experience. Experience in reaching introductory biology on
large classes is desirable. To apply, send
curriculum vitae and time letters of recommendation before March 5, 1992, to MCB.
CDB Academic Coordinator Search Committee, 299 LSA, University of California,
Berkeley, California 5 an Begul Opportunity, Affirmative Action Employer.

Biology/Lie Science Instructor, Located in
suburban Kansas City, Johnson County

CCC, 12145 College, Overland Park, Kan
Community College, with an enrollment of
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DEPARTMENT OF AEROSPACE ENGINEERING AUBURN UNIVERSITY

PROFESSOR AND HEAD

Nominations and applications are sought for a distinguished individual to serve as Professor and Head of the Department of Aerospace Enginering at Automn University Automn is a comprehensive kind-grant institution serving the State of Alabama and the nation. The College of Enginering consists of eight departments and seven research centers off Enginering emission of instruction, research and extension. The college currently entolls approximately 4700 undergraduates and 600 graduate students. Research expenditures in the college are in excess of 12.6 million dollar amountally.

The Department of Aerospace Engineering has enrollments of approximately 740 undergraduates and 48 graduate students. The department miniminist comprehensive research and instructional programs in aerospace engineering. Areas of expertise melude aerodynamics, propulsion, studenties and structural dynamics, stability and control, and astrodynamics. A program in availation management is also a part of the Aerospace Empireering deviation.

The successful candidate should hold a ductional degree and have an established record of research and teaching expertise. Excellent communication skills are a necessity. A demonstrated administrative capability is desirable. The position carries a twelve month appointment and salary it negotiable, commensurate with qualifications and experience. Qualified applicants are invited to send a curriculum vitae with the mans and addresses of three references and a statement of interest and qualifications. Nominations and applications should be submitted to:

Chairman, Aerospace Department Head Seatch Committee College of Engineering 108 Ramsay Hall

Aubum University, Alabama 46849-5330 Phone: (205) 844-4326 Fax: (205) 844-2672

The position is available October 1, 1992 or sooner if a suitable applicants found. Screening of applicants will begin on April 1, 1992 and comme until the position is filled.

Auburn Umversity is an EFO/AA Employer. Minorities and women are

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Nursing Faculty Positions

NIN Accredited innovative MSN program for non-nuise college graduates seeks expenenced full-time faculty with clinical expense in critical care, gerontology, oncology, or women's health mursing. Opportunity to integrate teaching, practice and research.

The MGH Institute of Health Professions is a multidisciplinary degree-granting graduate school located on the campus of the Massa-chuseus General Hospital. This international recognized 1,000-bed teaching hospital provides a rich clinical environment

Qualifications: Master's degree in Nursing required. Earned electorate preferred. Submit curriculum vare to-Patrice K. Nicholas, D.N.Sc., R.N.

Chuir, Search Committee Graduate Program in Nursing MGH Institute of Health Professions 15 River Street Buston, Massachusetts 02108-3402. An equal opportunity/affirmative action employer.

For the Good of Mind, Body and Spirith

THE MGH HEALTH AFFILIATES

munication, Indiana State University ferre Haute, Indiana 47ete Materials te-ctived dire Morch, 1, Pere camor for guar-anteed consideration, AAPAU

Broadcasting / Communication: Assistant Professor of Radio and Jelevicion, Gonda as University seeks an Assistant Professor of Radio and Jelevicion to leach secretic in media his, radio and televicion stipp with ing, production and integer net confinency media theory. This is, a full later tenute tack printing beginning August 31, 1992. Ph.D. preferred (M.A. regungel) in calon Ph.D preferred (M.A. recouped) in table and televation. Most have demonstrated effectiveness in teaching on-beta-table, courses. Professional work experience in table on televation and acts is desirable. Candidates much provinces drids, con to the principles of Jeonal Catholis bud excellent from Solary is negotiable from the Direct Sile. In Jevitt monocrasty founded in 1847 carolls 4200 students from 42 states and 40 countries. More than 180 violents are mojers in the communication and department. Personal communication and department. In the number of these teleproness and clary frequentials no fater than Moral I. 1992, to. Mrs. Collean McMaham, Char, Department of Communication Arts. Gonzaga. University. Speakane. Washington, 59258.

March 1, 1992.

Duviness: Faculty purmon itemse tack. Reinhauft (offege, a readental instituto related to the United Methodis Church and located on the foothills of the Applicham Mountons, past fifty 150 miles narth of a full time provision and apocate Profession of a full time provision and Associate Profession of the Committee in the McCarolia School of Housess, effective September 1, 1991.

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VILLETIN BOARD: Positions available



Central California provides an outstanding educational environment. Minority instructors are in demand to provide a quality education to the area's exciting blend of students from a wide range of cultural, ethnic, and social backgrounds. We are aggressively recruiting women, minorities and individuals with physical disabilities to Join our team at SCCCD.

List of positions we have available for Fall '92:

Fresno City College: Accounting, Business Administration, English, Administration of Justice, Respiratory Therapy, Speechi Forensics, Biology/Horticulture, Metal Fabrication/Welding, Electronics, Architectural Instructor, Theater Arts, Carpet Installation

Kings River Community College: Aeronautics, Biologyl Chemistry, Developmental Skills

Filing Deadline: February 24, 1992

To find out how you can become a member of the SCCCD team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720. State Center Community College District Fresno, CA 93704 + 209/226-0720

ABRAHAM BALDWIN AGRICULTURAL COLLEGE

Faculty Vacancies

Abahan Buldwin (ABAC) announces anticipated vacanones for September, 1992. These positions are contingent upon funding

ISTRUCTOR/ASSISTANT PROFESSOR OF BUSINESS INFORMATION BURNOLOGY (Computer Programming and Applications) Minimal Qualifications. Master's degree in field Applications to Dr. Jeff D. Gildos, Box 19, ABAC Station, Lation, GA 139-1303

IMBUCTOR/ASSISTANT PROFESSOR OF SPITE OF DRAMA Mannam Qualifications: Muster's degree in held, tha to can protected Agrandom to Dr. Lew S. Akin, Box 20, ABAC Station, Talton, CA 31793

ISTRUCTOR/ASSISTANT PROFESSOR OF ENGLISH Assistant Qualifications. Master's degree in held, that to take predicted dysensors to Dr. Lew S. Akin, Box 20, ABAC Station, Julion, CA 31/91 289

ESTRUCTORASSISTANT PROFESSOR OF BIOLOGY C. postumed hamm Qualifications: Master's degree in field, doctorate professed application to Dr. Leon W. Benedickd, Box 15, ABAC Station, Talton, GA 3/34/2693

INTRICTOR/ASSISTANT PROFESSOR OF PHYSICS
Rimmin Qualifications: Master's degree in field
Applications to Dr. Leon W. Benefickl, Box 15, ABAC Station, Tilton, CA
199-1693

INTRECTORASSISTANT PROFESSOR OF NURSING (Paychante, Marend-Child, or Adult Health)

Rindman Qualifications: Master's degree in field

Applications to Ms. R. Joy Conger, Box 52, AlsAC Station, Tiftiin, GA

1194-2693

INSTRUCTOR ASSISTANT PROFESSOR OF PSYCHOLOGY

Minimum Quilifications: Master's degree in field, doctorate preferred applications to Dr. Gary L. Roberts, Box 47, ABAC Station, Tifton, GA. 1994-1691

less are academic year, renure-track appointments loting date on all positions is March 15, 1992, or until positions are filled Applicant must be able to demonstrate evidence or promise of successful making ability at the college level. Academic year salaties will range from \$18,000 to \$28,000, depending on qualifications and experience

MaC is a growing, progressive, rwo-year member institution of the United States of Georgia. The College has an enrollment of over 2,000 and 14,000 residents situated about three hours from Arlanta and Jackson, Rorida.

intensed persons should semil letters of interest, resumes, letters of recom-neodation, and transcripts to the appropriate Division Chairs litted above. ABAC IS COMMITTED TO THE CONCEPT AND REALLY OF

RAL DIVERSITY, AND STRONGLY ENCOURAGES APPLICATIONS FROM MINORITIES.

inci assistant professors for the Business Statistics. Concentration in one or more of the Rosean areas preferred: Finance Associates areas preferred: Finance Associates areas preferred: Finance Associates areas professors. Required: doctorate in teaching manifestation and the statistic of the

Equal Opportunity Fortuger Minorities and minima size encouraged to aprily

e unid women are enterreated to optive the desired of Business Administration: The Heavith Cultivated in Business at Newton Mathigan itsology of the Business at Newton openings at all a tanks, periodic funding by the part Well in account of the mathing housest commonstion, computer information systems, fromce, and agencial and mathering Positions are available for our Gineral Roy de regional center MBA monarm, or well as concentral the MBA monarm, or well as concentral the MBA monarm, or well as concentral to the monarm of the second of the seco

FACULTY Elementary Education

The Department of Education of the College of Health, Education, and Hunon Resources is now accepting appli-rations for a full time tenure-track faculty profitors in Flementary Education start-ing in the full semester 1992

Responsibilities include teaching four Reciporacijimas incului recinistrating contract and stupervising likeli ex-perience. Including student teaching, spacialization in the area of social studes to required. Background in Early Child-hood on Lampanje Arts would be burnet.

Qualifications include an earned doc poster in appropriate field, demonstrated secomplishments, and evidence of con-tinuing interest in research that self-con-tificate to learner education. Substantial experience in an elementary school is ex-sented.

Application deadline February 28, 1992 Submit a letter of application. 1992 Subnit a letter in apparation, then letters of accommendation, tean scripts, and cuntrulum vitae to Professor Francis H Curtis, Chair, Deparation of Education, University of Scranton, Scranton, PA 18510-4603. The University of Scranton is an AVEEO Employer, and accommendations from work. any or extention is an expected employer and emenurages applications from work on and minorities.

PORTLAND COMMUNITY COLLEGE

Portland Community College is a multi-campus, comprehensive community college with three major campuses. Iwo centers and a number of safetile locations. It offers educational opportunities in a district with a 1.506 square interests comprised of all or parts of five counties with nearly 820,000 residents. Annual emolinem exceeds 83,000 producting over 15,500 [77], PCC emoils more students than any other college in the state and is one of the ten largest employers in the

Fortland Community College invites applications for the following positions for the academic year 1992/95.

INSTRUCTOR ECONOMICS (Job #19): Master's degree in Economics with graduate course work in Mazzo/Micro Economic Theory, Money and Banking required. Graduate tevel course work in Economic Thought & History preferred. Some college level teaching experience using computer aided instruction (CAI) preferred.

INSTRUCTOR GERMAN (Job 420): Master's degree in German with Language and Literature emphasis required. If a matter's degree in a related field () e. Linguistics, I iterature) may be substituted. Prior teaching experience and study and/or travel in Germany preferred.

INSTRUCTOR SPEECH (Job #21): Master's degree in Speech required. Some college leaching experience preferred. INSTRUCTOR ART (Job #22): Master's degree in Art with an emphasis on visual arts required

INSTRUCTOR ECONOMICS & HISTORY (Job #23): Master's degree in Economics or History. Preparation in the non-degree area or the willingness to obtain graduate level preparation during the probationary period required. INSTRUCTOR GEOGRAPHY (Job #24): Master's degree in Geography or a closely related discipline with 30 quarter hours in Geography required. The ability to teach a second Social Science discipline preferred.

INSTRUCTOR COMPOSITION/LITERATURE (Job #25) (5 positions): Master's degree in English; or master of fine arts degree in Creative Writing; or master's degree in Composition and Rhetoric required. A total of 29 upper division and graduate hours in literature courses is required with at least 9 of these hours at the graduate level. Some lower division collegiate teaching experience preferred.

STRUCTOR MATHEMATICS (Job #26) (3 positions): Master's degree in Mathematics or a master's degree in Maltie-alics Education with 30 quarter hours of mathematics at the graduate level required. Evidence of teaching of community illege developmental and/or college transfer levels required.

INSTRUCTOR LEGAL ASSISTANT (Job #27h Juris Doctorate or equivalent plus two years' experience as a practicing altomey in general practice required. Active membership in the Oregon State for other state for membership required. INSTRUCTOR CRIMINAL JUSTICE (Job # 28): Master's degree in Criminal Justice. Administration of Justice or equivalent required. Five years' experience in state or local law enforcement required.

INSTRUCTOR BUSINESS TECHNOLOGY (Job #29): Master's ricyree in Business Education or Business Administration with a minimum of 30 graduate or undergraduate quarter hours in a combination of office skills and melinosis of eaching office skills required. Two years business employment experience in an office environment and experience using a variety of microcomputer hardware and software required.

INSTRUCTOR LANDSCAPE TECHNOLOGY (Job #30): Exchelor's degree in Horticulture/Landscape Architecture or relat-ed field willi emphasis in landscape construction/design and maintenance plus 5 years' work experience in landscape construction/design and maintenance required. In item of a bachelor's degree on Associate's degree in Horticulture/ Landscape with 5 years' teaching experience in the landscape field is acceptable.

INSTRUCTOR AVIATION MAINTENANCE TECHNOLOGY (Job #31) (2 positions): An Airframe and Power Plant license and Syears' experience as a licensed aircraft medianic required. Maintenance and/or leaching experience involving turbine engines, electrical/electronics, systems and trouble shooting preferred. INSTRUCTOR WELDING (Job #32): Associate's degree in Vocational Education. Welching Technology or related field and welding certification with AWS required. Five years' experience as a full time weider required.

INSTRUCTOR DIESEL SERVICE MECHANICS (Job #33): High school diploma or equivalent and 5 years' experience as a desel mechanic with current industry-level diesel skills-required. The minimum of an AAS degree in Vocational Education

INSTRUCTOR MACHINE TECHNOLOGY (Job #34) (2 positions): Associate's degree in manufacturing with emphasis in machine technology and 5 years' machine technology experience beyond the learner/apprenticeship tevel required.

INSTRUCTOR DERTAL ASSISTING PROGRAM (Job #35): AAS degree and graduation from an ADA accredited Dental Assisting Program with emphasis on dental radiology required. Oregon Board of Dentistry certification in dental radiology. CDA, and EPDA required. The years' general chairside dental assisting experience required.

INSTRUCTOR OPITHALMIC MEDICAL TECHNICIAN PROGRAM (Job #36): Must be nationally certified as an Ophthalmic Medical Technician with 3 years of experience. Certification as an Ophthalmic Medical Technologisi preferred. INSTRUCTOR REDICAL LABORATORY TECHNOLOGY (Job #37): A bachetor's degree and certification in Clinical Laboratory Science/Hedical Technology by the National Certification Agency for Hedical Laboratory Personnel or Board of Registry (ASCP) required. Three years' experience as a medical lab assistant required.

INSTRUCTOR BIOLOGY (Job #38): Master's riegree in Science with emphasis in blology, anatomy and physiology required. Coursework in nucroblology, cell physiology and vertebrate zoology preferred. Two years' experience teaching general biology, anatomy and physiology on a full or part-time basis required. INSTRUCTOR CHEMISTRY (Job #39): Master's degree Chemistry with emphasis in inorganic chemistry and blochemistry required. Two years' experience teaching general or advanced chemistry on a full or part-time basis required.

INSTRUCTOR PHYSICAL EDUCATION (Job #40) (2 positions): Master's degree in Physical Education or equivalent required. Plus be able to teach a variety of courses including but not finited to weight training, volteybait, swimming, aqualics, serobic fitness, soccer and other field sports. INSTRUCTOR RURSING (Job #41): Master's degree in Nursing with emphasis in Psychiatric or Medica//Surgical nursing and a current mencumbered Registered Nursing Ikense with the ability to be licensed in Oregon required. Three years recent experience in Psychiatric or Medical/Surgical nursing required.

General Informations In addition to classroom instruction faculty members are required to conduct office hours for the purpose of assisting in addition to classroom instruction for accordance with the faculty federation/PCC students courseling, additing and other lasks related to instruction in accordance with the faculty federation/PCC students are subject to budget consider Agreement and college policy. Evening and Saturday classes may be assigned. All positions are subject to budget consider-

STARTING SALARY: \$25,500-\$27,500 plus excellent frlinge benefit plan. APPLICATION PROCEDURES: Obtain the required application packet by contacting:

Staff Employment Portland Community College P. O. Box 19000 Portland, OR 97219-0990 Phone (503) 273-2823

Please reference application packet requests by Job name and Job number. All application materials must be completed and returned to the Staff Employment office by 2:00 p.m. on Wednesday, February 26, 1992.

As an Affirmative Action, Equal Opportunity institution. Portend Community College communes to promote staff diversity Plinofities, women and the physically challenged are encouraged to apply.

College of Medicine

The University of South Alabama College of Medicine currently recruiting for faculty positions in the following areas:

Biochemistry Family Practice Medicine

Surgery

For specific information and details, please contact the department of interest directly. College of Medicine University of South Alabama Mobile, Alabama 36688

The University of South Alabama is an Affirmative Action, Equal Opportunity Employer.

nually, with approximately 25 percent of the graduate level, and has approximately 17:0 faculty members. The University connists of six degree-granting colleges, a graduate college, and an honors college. The appuintment graces at WMI requires that exit applicant unbuilt a comprehensive with or set of placement credentials and ar-

Bulletin Board (202) 466-1050

Shepherd School of Music Rice University

Faculty position in Voice: tenor, baritone, or bass. Rank based on prior position and experience. Tenure-track position beginning August, 1992. Evidence of outstanding musicianship, performing experience, and successful college teaching required, especially the ability to build voices. Responsibilities: Teaching studio voice. Application should reflect other areas of expertise. Send letter of application, résumé, and 5 letters of reference along with performance tape (video if possible), and related materials To Chair, Voice Search Committee, Shepherd School of Music, Rice University, Houston, TX 77251-1892. Deadline: March 1, 1992.

range for the transmittal of at least three recent latters of recommendation. These should be sent to Office of the Dean, How-orth College of Business, Western Michigan University, Kalamazoo, Michigan 46008-3801. An Hausd Opportunity, Affirmative Action Engineers, Western Michigan University, Kalamazoo, Michigan 46008-3801. An Hausd Opportunity, Affirmative Action Engineers, Western Michigan 1902. As Administration: Normanations and supplications are invited for the following lenure-track faculty positions for Pall, 1992. Associate Professor to teach Policy Formulation and Administration. Ph.D. or D.B.A. required in Policy related field. Prior business and teaching experience pre-tered. Candidates should be capable of ferred. Candidates should be capable of College. S800 West Friendig Avenue, Organization and Management, Ph.D. or D.B.A. preferred, ABD considered. Perrons filling these positions will be required.

A t the Head of the Class
Full Potential of All

Central California provides an outstanding educational environment. Minority instructors are in

demand to provide a quality education to the area's exciting blend of students from a wide range

of cultural, ethnic, and social backgrounds. We are aggressively recruiting women, minorities

and individuals with physical disabilities to join our team at SCCCD.

List of positions we have available for Fall '92: Fresno City College: Accounting, Business Administration, English, Administration of Justice,

Respiratory Therapy, Speech Forensics, Biology Horticulture, Metal Fabrication Welding,

Kings River Community College: Aeronautics, Biologyl Chemistry, Developmental Skills Filing Deadline: February 24, 1992

To find out how you can become a member of the SCCCD team, contact the Personnel

Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

State Center Community College District Fresno, CA 93704 • 2091226 0720

AGRICULTURAL COLLEGE

Ababam Baldwin (ABAC) announces anticipated vacancies for September, 1992. These positions are contingent upon funding

ESTRUCTOR/ASSISTANT PROFESSOR OF BUSINESS INFORMATION ECHOLOGY (Computer Programming and Applications)
Romain Qualifications: Master's degree in field Application to Dr. Jeft D. Gibbs, Box 14, ABAC Station, Titron, GA 4174-2693

Monain Qualifications: Master's degree to field, doctorate preferred application to Dr. Lew S. Akin, Box 20, ABAC Station, Tilton, CA 31/91

mnum Qualifications: Master's degree in field, doctorate preferred piculion to Dr. Lew S. Akin, Box 20, ABAC Station, 'Islam, GA 3179).

Minimum Qualifications: Master's degree in field hypercoins to Dr. Leon W. Benefield, Box 15, ABAC, Station, Tilton, GA 3194-2693

INSTRUCTORASSISTANT PROFESSOR OF NURSING (Psychiatric, MaemalChild, or Adult Health)
Manama Qualifications: Master's degree in field
Applications to Ms. R. Joy Conger, Box 52, ABAC Station, Tiston, GA
1199-1693.

Applications to Dr. Gary L. Roberts, Box 47, ABAC Station, Tilton, GA

Closing due on all positions is March 15, 1992, or until positions are filled.

Applicans must be able to demonstrate evidence or prumise of successful techniques ability at the college level. Academic year salaries will range from \$23,000 to \$28,000, depending on qualifications and experience.

ARAC :-

ABAC is a growing, progressive, two-year member institution of the University System of Georgia. The College's has an entrollment of over 2,600 statems, 800 of whom live in the College's residence halls. Tifton is a small one of 14,000 residents situated about three hours from Atlanta and Jacksonile, Florida.

hierested persons should send letters of interest, résumés, letters of recom-mendarion, and transcripts to the appropriate Division Chairs listed above ABAC IS COMMITTED TO THE CONCEPT AND REALITY OF CULTURAL DIVERSITY, AND STRONGLY ENCOURAGES

met aultani professors for the Business Sindes tree. Concentration in one or more of the first tree. Concentration in one or more attended to the control of the first tree. Concentration in one or more attended the control of the first tree. Attending areas preferred: Finance, Amonias, Stratesic Management, Fecular, and the control of the first transportation and the control of the control of

ESTRUCTORASSISTANT PROFESSOR OF BIOLOGY (2 position) Sulman Quifications: Master's degree in field, doctorate preferred applications to Dr. Leon W. Henefield, Box 15, AIAC Station, Udion, GA 3194-2693

Faculty Vacancies

INTRUCTOR/ASSISTANT PROPESSOR OF SPEECH-DRAMA

STRUCTORASSISTANT PROPESSOR OF ENGLISH

NURUCIONASSISTANT PROFESSOR OF PHYSICS

INSTRUCTORVASSISTANT PROFESSOR OF PSYCHOLOGY

lbese are academic year, renure-track appointment

Electronics, Architectural Instructor, Theater Arts, Carpet Installation



Prescott College TOR THE CIBERAL ARTS AND THE ENVIRONMENT

220 Grove Avenue Prescott, Arizona 86301 (602) 778-2090

Present College is a private, four-year liberal arts college in the mountains of central Arizona. Our educational philosophy stresses experiential learning and self-direction within an interdisciplinary curriculum. Environmental fours, field study, and a commitment to liberal education are emphasized across the curriculum. The College has four divisions: the Resident Degree Program, the Center for Indian Bilingial Teacher Fraining, and the Master of Aris Degree Program. All of the positions autounced below are in the Resident Degree Program. which currently enrolls 350 mid-tigraduares.

eurolls A50 initergraduares.

While the degree qualification clearly preferred for faculty positions is an earned doctorate or other terminal degree, we also encourage applications from exceptional candidates with Master's degrees, significant more-academic experience, or other compelling qualifications. The most important attributes we seek are demonstrated excellence in teaching, demonstrated excellence in professional or scholarly activities, the ability to contribute to programs outside of the candidate's primary field, and a commutation to trify students entered, liberal arts education. Current openings are as follows:

student-centered, liberal aris education. Current openings are as follows:

Psychology & Counselling, two positions. Both positions will increase our otherings in foundations of psychology and counseling, while also strengthening interdisciplinary links with other departments. Foundation areas include theory and practice of counseling, cross-cultural counseling, interpressonal continuous continuous of human consciousness, lifespan development, educational psychology, curriculum design and theories of instruction. In addition, we seek candidates able to contribute to interdisciplinary officings in one or more of the following areas: gender studies, wilderness-based treatment methods, social psychology or curviculumlal psychology. Candidates with clinical experience are strongly preferred for the position. Materials to Prof. Carol Kennedy, Search Committee Chair.

Sociology, Political Science, two positions. The Colleges in the this position. Materials to Prof. Carol Kennedy. Search Committee Chair. Sociology, Political Science, two positions. The College is in the process of shaping an interdisciplinary social science curriculum. The goal is to provide students with an instancal and cultural context that informs contemporary social analysis and works toward a sistantiable future. While our primary need is in the foundations of sociology and political science, we attempt to teach much of the introductory theory in the context of interdisciplinary content. The soccessful candidate will also be able to contribute interdisciplinary offerings in one or more of the following areas: comparative sociology, global development, social and political aspects of environmental issues, critique of contemporary culture, social justice and peace studies, or sustantable community. Materials to Prof. Dana Oswald, Search Committee Chair.

Environmental Studies. Primary teaching responsibilities in foundations of biology and erology, with an emphasis on plant ecology, plant-annual interactions, and botany. The successful candidate will also have the demonstrated ability to teach advanced courses and independent studies, and to contribute to interdisciplinary programs outside of the candidate's primary field. Many of our Environmental Studies offerings are mobile field courses, and make extensive use of the Southwest as a classroom in lieu of laboratones. We are also in the process of developing programs based our of the Collège's new field station in Kino Bay, Mexico, Materials to Prof. Mark Regner, Search Committee Chair. Begner, Search Committee Char.

Religious Studies. This is a new position intended to strengthen an inte-grated Humanities corriculum that includes history, world civilizations, and philosophy. Primary teaching responsibilities in comparative religion, new religious paradigms, eastern and western mysticism, and cross-cultural and global perspectives of spirituality. Materials to Prof. Bill Walton, Search Committee Chair.

Writing and Literature, position redefined. The College seeks a practicing fiction writer whose primary interest is reaching basic writing and fiction writing, and working individually with student writers. Teaching responsibilities in literature in attroductory and interduciplinary courses. Crosscultural teaching interests are an asset for this position. Materials to Prof. Sheala Sanderson, Search Committee Chair.

Preferred start date for all positions is August 1992. All searches will remain open until positions are filled. Send letter of application including statement of educational philosophy, vita, official graduate transcripts, and names of three references who can be contacted by telephone to the Search Committee Chair indicated for that position.

Prescott College is strongly committed to affirmative action. We recrint students and employees without regard for race, sex, color, mitional origin, religion, age, disability, murital or parental status, or sexual orientation.

Biology: Tenure track faculty position available August 19, 1992. Rexponsibilities include developing and reaching comes un batany, anytony/physiology, microbiology and genetics. Master's degree required, doctorate preferred in Biology but breadth of preparation is significantly important. Demonstrated teaching ability dealerd. Submit applications to Roger Rand, Chairman, Division of Mathematics, Science and Technology. Valley City State University, Valley City, North Dakota S8072; telephone (701) 845-7452. Applications complete with resumes, official immarging and at least three letters of reference submitted by the reference or the placement office directly to the Division Chairman must be received by March 9, 1992. Applications and completed by March 9 will not be guaranteed consideration. VCSU is up AA/EOE.

Biology: Assistant Professor Biology. Antioch College scoks applicants and nominees
for a teoure-track position as an Assistant
Professor of Biology to begin September 1,
1992. Cundidate should have a completed
ductorate and experience in blochemistry,
developmental biology, or molecular evointion. Antioch seeks an individual who has
a commitment to liberal arts undergraduate
teaching and the involvement of students in
research. In addition, the successful applicant will thow evidence of rotential to
make crealive contributions to our intendisciplinary programs deligated to prepare undergraduate science, majors for graduate
and professional training in the blomedical
and environmental sciencessatudes. Antioch College (a particularly interested in
candidates who are able to incorporate athme, grades, and minority concerns into the reconstruction are done to incompound a firmer, gender, and minority concerns into the context of their regularly offered courses. Send numbrations and applications, including three references, to: R. Eugene Rice, Dean of Faculty. Anticoch College, 795 Livermore Street. Yellow Springs, Ohio

Equal Opportunity Employer.

Biology: Fisheries biologist. Tenure-track faculty postelon avoilable August. 1992. Ph. D. required; teaching and research experience in reservoir manuscenent and aquaculture preferred. Primary teaching responsibilities: include undergaduste courses in fisheries manuscenent. Risheries techniques, aquaculture, and introductory biology. Successful applicant will be expected to establish research program lavolving undergraduates. Rank and salary commensurate to qualifications and experience. Send letter of application, resumé. Iranscripts, and three jetters of reference to Dr. Thomas Nelson. Department of Biological Sciences, Arkansas Tech University. Russellville. Arizona 72801. Application deadline March 15, 1992, or until filled. AAFOOL.

Biology/Academic Affairs: Pending budgetary resources, the Molecular and Coll Biology Department of the University of California, Berkeley, seds an Academic Coordinator 19-months for introductory Biology (1A), effective July 2, 1992, at 80% time, with an option of repowal at a ratinium full-time annual salary of \$30,540, salary commensurate with experience, Experience in teaching introductory biology to large classes is desirable. To apply, send curriculum viase and three letters of economendation before March 5, 1992, to MCB-CDB Academic Coordinator Search Committee, 299 L.S.A. University of California, Berkeley, California 94720. The University of California is ang Bauel Opportunity, Affornative Action Employer.

Biology/Life Science: Instructor: Located in suburban Kansas City, Johnson County

Educational Administration/ Leadership Faculty

ARKANSAS STATE UNIVERSITY Jonesboro, Arkansas

Positions—Two nine month, tenure track positions at the rank of associate or full professor. To begin service August 15, 1992. These professors will hold rank in the Department of Educational Administration & Secondary Education and will be appointed as core faculty to the university's Center for Excellence in Education—a newly established unit with responsibility for implementing ASU's first doctoral degree title Ed D. degree in educational leadership). Major responsibilities and especialized area(s) of expertise, advising/directing graduate student research (especially that of doctoral students in educational leadership), and conducting an include trace of leadership.

Oualifications—(1) doctorate in educational administration or leadership.

ing and publishing significant research in educational leadership.

Qualifications—(1) docturate in educational administration or leadership;
(2) experience as a faculty member in a ductoral-level educational administration or leadership program, with significant experience directing doctoral student research and dissentations; (3) competence in scholarship demonstrated through publication in respected referreed journals; (4) demonstrated competence in teaching at the university level; (5) personal characteristics which will contribute to the ractal and/or gender diversity of the center and department; and, for one of the two positions, (6) interest and qualifications to teach courses in advanced quantitative and/or qualitative research methodology.

Orlology.

Application Procedure—Submit letter of application (including description of areas of teaching and research expertise in the field of educational administration/luadership), resumé, transcripts, a list of references fincluding addresses and phone numbers), and other perlinent supporting materials (e.g., article reprints, student evaluations, course syllabi, list of dissertations chaired during the past live years) to: Dr. Linda Wesson, Search Committee Chair, Arkansas State University, Post Ortice Bio. 2781. State University, AR 72467-2781. Applications will be accepted until the position is tilled or the search is closed. Review of applications will be gin immediately; those submitted before February 15th are assured full consideration. ASU is an Equal Opportunity and Altimative Action Employer: protected status and minimity applicants will be given preference and are invited to identity themselves in the application process.

LEBANON VALLEY COLLEGE

TEACHER EDUCATION POSITION: Department of Teacher Education: elementary and accordary teaching certification programs. One tall time, tenure track faculty position, beginning August, 1992. RANK: Assistant Professor

QUALIFICATIONS: Non-negotiable: Doctorate (Ph.D. or Ed.D.) in educa-tion. Elementary tracking experience. Demonstrated leadership ability. Negotiable: Pre-achool childhood, middle school, or high school teaching experience. College level teaching.

RESPONSIBILITIES: Teach undergraduate methods comes in Elementary Education major; primarily, mathematics and the physical sciences; secondarily, social studies and the language arts. Teach professional education courses in secondary certification block. Supervise elementary and secondary field experiences. Advise students, contribute to un-going program development, foster parinerships with local schools, and generally contribute to program excellence!

SALARY: Commensurate with qualifications and experience. SALARTI Commensurate with quantizations and experience.

COLLEGE: Lebation Valley College is a private, co-calarational, liberal arts institution located in Anneille, PA. It is located close to Hersbey and Harrisburg. PA. The college has a full-time enrollment of almost 850 students. Currently more than 100 students are majoring in elementary enhantion and approximately 40 students are purening secondary teacher entitlestion.

Admit of approximately 40 students are purening secondary teacher entitlestion. APPLICATION DEADLINE: February 27, 1992. Send application, résumé, and three recent written references, including addresses and phone muni-bers to:

Dr. Michael A. Grella, Clinimian Department of Teacher Education Lebauon Valley College Annville, PA 17003-0501

An AA/EOE employer

UNIVERSITY OF ARKANSAS AT MONTICELLO

Assistant Professor - History

Tenure-track position at the assistant professor level to teach Latin American history, surveys in American as well as world civilization, and advanced courses. Ability to reach a course in the American West helpful, Qualifications include doctorate in history, commitment to excellence in teaching and close interaction with students, and interest in outreach and special academic alliance projects with teachers. Other expectations include student advantage, participation in departmental and university affairs, and strong involvement in professional activities. The successful candidate will be part of an eleven-person multi-disciplinary department. Position begins August 17, 1992. Women and minorities are strongly urged to apply. Send letter of application, vius, and at least three letters of reference to: John N. Short, Head, Department of Social and Behavioral Sciences, University of Arkansas at Monticello, Monticello, AR 71655. Review of applications will begun March 15, 1992 and will continue until the position is filled.

AN EEO/AA EMPLOYER

Community College, with an enrollment of over 15,000 attudents each semester, under the control over 15,000 attudents each semister, under the control of the con

March 1, 1992.

Business: Loculty nosation (tenure mich. Reinhardt College, a residential instandor testaed to the United Methodist Churchard located in the foothfils of the Appalenta Mountains, just fifty 150 miles north 45 data. Georgia, announces the available of a toil time position as Associate Prifersor of Economics in the McCamish School of Rusiness, effective September 1, 1992. The McCamish School of Brunness carries ultim stresses entrepreneurship with a broad-based liberal-sits perspective and bytoma microship-menticy short program. The strong microship-menticy short program.

PROFESSOR AND HEAD DEPARTMENT OF AEROSPACE ENGINEERING AUBURN UNIVERSITY

The Chronicle of Higher Education • February 5, 1992

management of the second of th

Nominations and applications are sought for a distinguished individual to serve as Professor and Head of the Department of Aerospace Engineering at Arburn University. Auburn is a comprehensive land-grant instantion serving the State of Alabama and the nation. The College of Engineering consists of eight departments and seven research centers all devoted to the mission of instruction, research and extension. The college currently enrolls approximately 1700 undergraduates and 600 graduate students. Research expenditures in the college are in excess of 12.6 million dollar abundants.

The Department of Aerospace Engineering has enrollments of approximately 740 undergraduates and 48 graduate students. The department maintains comprehensive research and instructional programs in sensipace engineering. Areas of expertise include aerodynamics, propulsion, structures and structural dynamics, stability and control, and astrodynamics. A program in available management is also a part of the Aerospace Engineering department.

The successful candidate should hold a doctoral degree and have an estab-Ished record of research and tenching expertise. Excellent communication skills are a necessity. A demonstrated administrative capability is desirable. The position carries a twelve month appointment and salary a negotiable, commensurate with qualifications and experience.

Qualified applicants are invited to send a curriculum vitae with the names and addresses of three references and a statement of interest and qualifications. Nominations and applications should be submitted to:

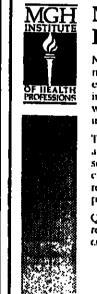
J. M. Owens Chairman, Aerospace Department Head Search Committe College of Engineering 108 Ramsay Hall Auburn University, Alabama 36849-5330 Phone: (205) 844-4326

Fax: (205) 844-2672

The position is available October 1, 1992 or sooner if a suitable applicants found. Screening of applicants will begin on April 1, 1992 and continue until the position is filled.

Auburn University is an EEO/AA Employer. Manorities and women are

ABRAHAM BALDWIN



Nursing Faculty Positions

NI.N Accredited innovative MSN program for non-nurse college graduates seeks experienced full-time faculty with clinical expertise in critical care, gerontology, oncology, or women's health nursing. Opportunity to integrate teaching, practice and research.

The MGH Institute of Health Professions is a multidisciplinary degree-granting graduate school located on the campus of the Massachusetts General Hospital. This international recognized 1,000-hed teaching hospital provides a rich clinical environment

Qualifications: Master's degree in Nursing required. Earned doctorate preferred. Submit

curriculum vitae to Patrice K. Nicholas, D.N.Sc., R.N. Chair, Search Committee Graduate Program in Nursing MGH Institute of Health Profession 15 River Street Boston, Massachusetts 02108-3402.

An equal opportunity/affirmative action employer. For the Good of Mind, Body and Spirit

THE MGH HEALTH AFFILIATES

munication. Indiana State University.

Ferre Haute, Indiana 4787/ Materials te ceived after March 1, 1992. Control be guar anticed consideration. AAJ/3/1:

Business: Laculty position (tenure make anticed consideration.)

anteed consideration: AAAI/III

Boadcasting / Communication: Assistant Professor of Rodio and Television of Indicates an Investory seeks att Assistant Professor of Rodio and Television to leach contract in media law, radio and television to teach contract media theory. This is a full time tenure track position beginning August M. 1992. Ph.D. preferred (M.A. required) in rodio and television. Must have demonstrated effectiveness in teaching undergradiate courses. Professional work experience in radio and television adultry is deviable. Candialists must possess dedication to the principles of Jesut, Cuthofis higher caliculation. Salary is negociable (not and University), a Jesut university founded in 1887, earlies 420 students from 42 states and 40 countries. More than 150 students are majors in the communication and step intoent Please submit a letter of apple aron, tesuing, the names of three references, and duary requirements in Jacobian March 1, 1992, to. Mrs. Colleen M. Mahon, Chair, Department of Communication Arts. Giorgan University. Spokane, Washington, 99388.

Business; Spring Arthor College, on innova-tive Christian liberal arts institution, seeks an individual with a DBA or ith.) in lust-ness, administration, or a related usea, to join the faculty teaching in the area of tran-gement, marketing, management systems, international business, or inance in both undergraduate and graduate courses and helping develop a Master's of Management Program. Send vitae, letter and references to the Vice President of Academic Allusia, Spring Arbor College, Squing Arbor, Mich

them stresses enterprise and strong intenship-mento-chapteroam. Be Associate Professor of Economic wilders and teach hower discounders wilders and teach hower discounders wilder forman I beatter of Economic thought the problem of Economic thought the stress of Economic thought the Economic thought the Economic theorem of the Free Enterprise Control to the Economic theorem of the Free Enterprise Control the College and the Free Enterprise Control the Economic teachers and the Economic teachers and the Economic teachers are an exception of the Enterprise Control teachers the Enterprise Control teachers the Economic teachers the Economic teachers the Economic teachers the Economic teachers and exception the strong commitment to reachers the understand at the Economic teachers and exception to the Economic teachers and exception to the Economic teachers and exception the Economic teachers and t

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INSTRUCTOR ORMAN (Job #20): Master's degree in German with Language and Literature emphasis required. If a INSTRUCTOR ORMAN (Job #20): Master's degree in a related field (i.e. Linguistics, Literature) may be substituted. Prior teaching experi-ence and study and/or travel in Germany preferred. INSTRUCTOR SPEECH (Job #21): Master's degree in Speech required. Some college teaching experience preferred.

INSTRUCTOR ART (Job #22): Master's degree in Art with an emphasis on visual arts required INSTRUCTOR ECONOMICS & history (Job #23): Master's degree in Economics or History. Preparation in the non-degree area or the willingness to obtain graduate level preparation during the probationary period required.

INSTRUCTOR GEOGRAPHY (Job #24): Masiera degree in Geography or a closely related discipline with 30 quarter hours in Geography required. The ability to teach a second Social Science discipline preferred.

INSTRUCTOR COMPOSITION/INTERATURE (Job #38) (8 positions): Master's degree in English or master of fine arts degree in Creative Writing or master's degree in Composition and Retoric required. A total of 29 upper division and graduate hours in literature courses is required with at least 9 of these hours at the graduate level. Some lower division collegiate teaching experience preferred.

INSTRUCTOR MATHEMATICS (Job #26) (3 positions): Master's degree in Mathematics or a master's degree in Mathematics Education with 50 quarter lours of mathematics at the graduate level required. Evidence of teaching at community college developmental and/or college transfer levels required. INSTRUCTOR LEGAL ASSISTANT (Job #27h Juris Doctorate or equivalent plus two years' experience as a practicing instructor LEGAL ASSISTANT (Job #27h Juris Doctorate or equivalent plus two years' experience as a practicing instruction of the property of the

INSTRUCTOR CRIMINAL JUSTICE (Job #78h Master's degree in Criminal Justice, Administration of Justice or equivalent required, Pive years' experience in state or local law enforcement required. required, the years experience in state of rotal law emoreciment required.

INSTRUCTOR BUSINESS TECHNOLOGY (Job #29): Moster's degree in Business Education or Business Administration in INSTRUCTOR BUSINESS TECHNOLOGY (Job #29): Moster's not on this indicate of the entire of the ent

or microcomputer naroware and soliware required.

INSTRUCTOR LANDSCAPE TECHNOLOGY (Job #30): Bachelor's degree in Honticulture/Landscape Architecture or relationship of field with emphasis in landscape construction/design and mathematice plus 5 years' work expedience in landscape construction/design and maintenance required. In flexi of a bachelor's degree an Associate's degree in Honticulture/Landscape with 5 years' leaching experience in the landscape field is acceptable.

Eminiscript with 3 years reacting experience in the initiation is necessarian. In Altfrance and Power Plant Rennece InSTRUCTOR AVIATION MAINTENANCE TECHNOLOGY (Job #31) (2 positions): An Altfrance and Power Plant Rennece and Syears' experience as a Rennece Involving turbine and Syears' experience as a Rennece Involving turbine engines, electrical/electronics, systems and irouble shooting preferred.

INSTRUCTOR WELDING (Job #52): Associate's degree in Vocational Education, Welding Technology or related field and welding certification with AWS required. Five years' experience as a full time welder required.

weiging contribution with this required. The 1964 #33h High school diploma or equivalent and 5 years' experience as a INSTRUCTOR DIESEL SERVICE MECHANICS (Job #33h High school diploma or equivalent and 5 years' experience as a INSTRUCTOR DIESEL SERVICE MECHANICS (Job #33h High school diploma or equivalent and 5 years' experience as a INSTRUCTOR DIESEL SERVICE MECHANICS (Job #33h High school diploma or equivalent and 5 years' experience as a INSTRUCTOR DIESEL SERVICE FOR THE SERVICE OF THE SERVICE FOR T INSTRUCTOR MACHINE TECHNOLOGY (Job #34) (2 positions): Associate's degree in manufacturing with emphasis in machine technology and 5 years' machine technology experience beyond the learner/apprenticeship level required.

INSTRUCTOR DENTAL ASSISTING PROGRAM (Job #35): AS degree and graduation from an ADA accredited Dental INSTRUCTOR DENTAL ASSISTING PROGRAM (Job #35): AS degree and graduation from an ADA accredited Dental Instruction Dental Dental Instruction of Dental Instruction

INSTRUCTOR OPHTHALMIC MEDICAL TECHNICIAN PROGRAM (Job #36); Hust be nationally certified as an Ophthal-nic Medical Technician with 3 years of experience. Certification as an Ophthalmic Medical Technologist preferred. nut recutal rectification with 3 years of experience. Cerumoanon as an Ophinsum rectifical rectification in Clinical Lab-INSTRUCTOR MEDICAL LABORATORY TECHNOLOGY (Job #37): A bachelor's degree and certification in Clinical Lab-oratory Science/fiedical Technology by the National Cartification Agency for Medical Laboratory Personnal or Board of Registry (ASCP) required. Three years' experience as a medical lab assistant required.

INSTRUCTOR BIOLOGY (Job #38): Plaster's degree in Science with emphasis in hiology, anatomy and physiology required. Coursework in microbiology, cell physiology and vertebrate zoology preferred. Two years' experience teaching general biology, anatomy and physiology on a full or part-time basis required. generol money. Billioning and physical and a segree Chemistry with emphasis in thorpanic chemistry and blochemistry instruction of chemistry and blochemistry with emphasis in thorpanic chemistry and billion part-lime basis required. Two years' experience teaching general or advanced cliemistry on a full or part-lime basis required.

required. Two years' expensive teaching general or novanceu cliemistry on a full of part-time basis required. INSTRUCTOR PHYSICAL EDUCATION (Job #40) (2 positions): Mester's degree in Physical Education or equivalent required. Hist be able to teach a variety of courses including but not limited to weight training, volleyball, swimming, aquatics, serobic filmess, socret and other field sports.

aquatics, receive timess, social and other new sports.

INSTRUCTOR NURSING (Job #41): Master's degree in Nursing with emphasis in Psychiatric or Medical/Surgical mursing and a current uncocumbered Registered Nursing license with the ability to be licensed in Oregon required. Three years' recent experience in Psychiatric or Medical/Surgical nursing required.

In addition to classroom instruction faculty members are required to conduct office hours for the purpose of assisting students, conseling, advising and other tasks related to instruction in accordance with the Faculty Federation/PCC students, conseling, advising and other tasks related to instruction in accordance with the Faculty Federation/PCC students, conseling, advising and other tasks related to instruction in accordance with the Faculty Federation/PCC students and approval.

STARTING SALARY: \$25,500-\$27,500 plus excellent fringe benefit plan APPLICATION PROCEDURES: Obtain the required application packet by contacting:

Staff Employment Portland Community College P. O. Box 19000 Portland, OR 972 19-0990 Phone (503) 273-2825

All application materials must be completed and returned to the Staff Employment office by 2:00 p.m. on Wednesday. February 26, 1902.

As an Affirmative Action. Equal Opportunity institution, Portland Community College continues to promote staff diversity. Phontiles, women and the physically challenged are encouraged to apply.

College of Medicine

The University of South Alabama College of Medicine currently recruiting for faculty positions in the following areas:

FACULTY

Elementary

Education

The Department of Education of the College of Health, Education, and Human Resources is now accepting applications for a full time femure track faculty position in Flementary Education starting in the full semester 1992.

her in the tail seriestor. Fig.

Responsibilities include teaching foundation courses and supervising field as parterior including student teaching. Specialization in the area of social studies is required. Background in Early Childhead on Language Arts would be burnelled.

Qualifications include on carned doc-

to ade in appropriate field, demonstrated accomplishments, and evidence of con-

tinding interest in research that will con-infinite to teacher education. Substantial especiesco in an elementary school is es-

Application deadline. February 28, 1992. Submit a letter of application, there letters of recommendation, transcripts, and curriculum vitae to Professor Francis H. Curtis, Chair, Department of Education. University of Scranton, Scranton, PA 18510-4603. The University of Scranton is an AA/EFO Employer, and encourages applications from wormen and minorities.

For specific information and details, please contact the department of interest directly.

College of Medicine

The University of South Alabama is an Affirmative Action, Equal Opportunity Employer.

nually, with approximately 25 percent at the graduate level, and has approximately 770 fatulity members. The limitersity consists of six degree-granting college, a graduate college, and an honors college. The appointment process at WMU requires that each applicant submit a comprehensive vita or set of piacement credentials and anytic or set of piacement credentials. **Bulletin Board**

(202) 466-1050

Shepherd School of Music Rice University

Faculty position in Voice: tenor, baritone, or bass. Rank based on prior position and experience. Tenure-track position beginning August, 1992. Evidence of outstanding musicianship, performing experience, and successful college teaching required, especially the ability to build voices. Responsibilities: Teaching studio voice. Application should reflect other areas of expertise. Send letter of application, résumé, and 3 letters of reference along with performance lape (video if possible), and related materials To Chair, Voice Search Committee, Shepherd School of Music, Rice University, Houston, TX 77251-1892. Deadline: March 1, 1992.

range for the transmittal of at least three recent latters of recommendation. These should be sent to Office of the Dean, Hawaiton College of Business. Western Michigan University, Kalarmazoo, Michigan Houldook Salarmazoo, The Management Proprodusted for the following recommendation and Employer.

Business Admiristration: Nominations and spotications are invited for the following recommendation and Administration. Ph.D. or D.B.A. required in Policy related field. Prior business and teaching experience preoferred. Candidates should be capable of forred. Candidates should be capable of forred. Candidates should be capable of serving as chair of the department in the near future. Assistant Professor to teach Organization and Management, Ph.D. or D.B.A. preferred, ABD considered. Persons fillers these positions will be required.



University of Rochester School of Nursing

The University of Rochester School of Nursing continues to be a leader in the nursing profession by developing innovative programs in education, research and practice (unification model). The School of Nursing has an enrollment of 470 students (undergraduate, graduate and doctoral). The continuing development of the unification model now includes a new Community Nursing Center in addition to the historic relationship with Strong Memorial Hospital. The unification model offers unique opportunities for facultyladministrators seeking to integrate research, education and practice.

The following position is available:

Chair of the Division of Health Restoration

Responsibilities include: Coordination of the Division's academic programs; promoting professional development of faculty; facilitating research to enhance the division; and management of personnel, budgets and resources. In addition, the Chair interfaces with clinical services in the Medical Center and community. The Chair of the Division of Health Restoration reports to the Associate Dean of Academic Affairs. Qualifications: Doctoral degree with Master's in nursing preferred; experience in teaching, practice, research and administration; credentials commensurate with tenure, or potential for tenure, appointment at the rank of Associate Professor or Professor; and cligible for NYS licensure as a Registered Professional

Send letter of application and resume to:

Margaret Briody, M.S.N., R.N., University of Rochester School of Nursing, 601 Elmwood Ave., Box HWH. Rochester, NY 14642

An Equal Opportunity Employer

Music Education/Voice

Growing music program seeks to add a full-time faculty member to Growing music program seeks to add a full-time faculty member to teach music education courses, voice, Music History Survey, Theory, and Eartraining I. A Doctorate is required. The ideal candidate will be a person who can work harmoniously in developing the Music Education Program while also being an accomplished vocalist who desires to be an active performer. An awareness of, and sensitivity to, the nature and mission of a small, Baptist-affiliated, liberal arts college is essential. Salary is negotiable depending on qualifications and experience. The deadline for applying is March 1st. Please submit résumé, official transcripts of all graduate level work and three letters of reference to:

Paul W. Bessley Academic Dean Bluefield College 3600 College Drive Bluefield, VA 24605

Business Administration: Quantitative Busi
ANSWERS AND INTERNATIONS AND UNITED BANK
ness Analysis. Faculty position for evening
MBA program. Responsibilities includ
teaching courses in Quantitative Methods
concentral control to Amburtained WeithOdd
Management information Systems, and
Computer Science. The position requires
Company seigne. The bosinos terinitas
Ph.D. and/or DBA with related course em
phasia. Successful teaching experience a
the MBA level is required. Professions
nic aron level is required. Projessions
business experience is desirable. Pain
Beach Atlantic College is a faith-related
Mencil Marrier Concile 13 il librilla civilen
private, liberal arts college with an enroll
ment of approximately 1,500 students
Send letter of application, vita, transcripts.
Second teleter of appointments, vita, iranscripts,
and names, addresses, and phone numbers
of three references to Dr. Joe J. Bassa, Jr.,
of titles tereigness in Dir. 106 1. E8388' 11"



MERCED **Community College District**

announces the following positions for Academic Year 1992-93

C1805)	
Instructors	Closing
Electronics History Vocational Nursing Mathematics Art* English* French*	March March March March March March March
Counselor*	March :

*The District will fill two faculty positions that may include combined assignments. Applicants must meet minimum qualifications of at least two of the four areas listed.

To request for jub announcements and application forms, call (209) 381-

Submit the following required materials by the closing date: 1) District application form
2) Letter of interest
3) Transcripts
4) Placement file or résumé Send to:

An Equal Opportunity, Affirmative Action Employer

POSTDOCTORAL FELLOWSHIPS IN INTERNATIONAL PEACE AND SECURITY

The University of California's system-wide Institute on Global Conflict and Cooperation (IGCC) announces its third annual postdoctoral fellowship are for the 1992-1993 academic year and carry a stipend of \$30,000. Up to three awards will be made. The competition is open to new (as of 1 July 1992) and recent (previous five years) recipients of the Ph.D. The postdoctoral fellows are required to be in residence at the IGCC on the University of California, San Diago campus. They are expected to complete 11 book, monograph or other significant publication during their period of residence, and devote twenty-five percent of their timo to colluborative IGCC research. Preference will be given to fellows in the following areas: international environmental policy & development; security relations in the Pacific; and future arms control initiatives.

Applicants should submit: (1) a three-to-live page double-spaced statement of their intended project; (2) a curriculum vitae; (3) two letters of reference attesting to their professional competence and the importance of their projects; and (4) one or more writing samples. Send completed applications to Postdoctoral Fellowship Compelition, IGCC (0518); University of California, San Diego; 9500 Gilman Drive; La Jolla, CA 92093-0518. Applications must be received by February 15, 1992 and award decisions will be made by March 15, 1992. The University of California is an Affirmative Action, Equal Opportunity Employer.

Professor of Video 9-Month Salary: \$33,200

The Savannah College of Art and Design seeks applicants for a full-time faculty position in an expanding video department, beginning September 1992. The College offers BFA and MFA degrees in video and other visual arts majors. Applicants must have experience in all aspects of video production and must possess a Master's degree. Preference will be given to candidates with teaching experience and professional experience. Women and minorities are encouraged to apply. Send cover letter, résumé, and rest of résumé tape lating specific responsibilities to: Search Committee, SCAD, P. O. Box 3146, Savennah, Georgia 31402. AA/EOE.

Business Administration: Paculty positions, Carneron University. Teamer-irack openines in the School of Business for the following: Finance; Accounting; Marketing/international; Managemenn/MIS, Also, one temporary faculty opening for Marketing international; Managemenn/MIS, Also, one temporary faculty opening for Marketing instructor. All temperate openings are for the 1992-91 bacedemic year, beginning full term 1992 to teach undergraduate and graduate courses. Qualifications: Fh.D. in the Beld for which spolleration is made with solid record of scholarly retearchypublications, or ABD with firm completion date and strong comminent to scholarly reserved and extensional proceedings and supplies. Subary: Rank and salary (\$40,000-\$30,000) commensurate with extending suprience. Temporary Marketing instructor—Qualifications: MBA with emphasis in marketing with a strong commitment to excellence in teaching. Sulary: mak and salary (\$25,000-\$30,000) commensurate with credentials and apprience. Deadline for Rach Position: March 15, 1992 or until position is filled. Application, designed returned, list of publications, transcripts and three references to Personnel Office, Search Committee for

(Finance, Accountins, Marketins, or Man-azement/MIS), Cameron University, 2800 W. Gore, Lawton, Okhshoma 73503. Equal Opportuality, Affirmative Action Employ-er. Women and minorities are encouraged

Bullwin-Willace College has a tenural rack position in the Division of Business Administration / Management: Buldwin-Willace College has a tenural track position in the Division of Business Administration beginning in September 1992. The successful candidate will have college-level teaching experience with preference siven to candidates with a doctural degree and have had substantial domestic and international management experience. Teaching responsibilities will include mostly graduale level courses with several international management sections. Candidates must be flexible and willing to teach a combination of day, evening, sad/or weekend, Buldwin-Wallace College is a comprehensional of day, evening, ladder weekend, Buldwin-Wallace College is a comprehensional of 2400 full-time students and over 2300 part-time students for supplication and featurests to: Professor Ropald Ehresman, Baldwin-Wallace College, Berea, Ohio spolications is February 13. Baldwin-Wallace is an Affirmative Action, Equal Opportunity Employer.



UNIVERSITY OF SOUTHERN CALIFORNIA The School of Education

The University of Southern California (USC) is a processor and feat long university with a commitment of professional practice at all leaf, the West. It is a major center of learning with over 28,000 students of in degree programs through 18 professional schools, the College Use Arts and Sciences, and the Granding School. USC is one of only long a AAU universities in the western half of the United States.

The School of Education seeks to make fundamental improvement a search practice in education, especially in large, multiculural neture areas. The School has an OLKI-tunded research center and muses search-driven efforts to improve practice and policy in education. But slow of Curriculum and Toaching seeks two faculty members for tenue positrons beginning September 1, 1992.

SCIENCE EDUCATION—Assistant Professor

Qualifications: Larned discturate in relevant discipline; extensive a training; successful teaching experience in elementary or secondary science programs; familiarity with curricular reforms in science road especially in pre-collegiate education; demonstrated research congrin area(s) permane to science education.

In area(s) permane to science education.

Responsibilities: Teaching in the University's evolving science education teacher education/master's degree programs (graduate and undegate): participation (at least 40% time) in the elementary school sciences evolucation funded programs; developing line(s) of research which; promise for improving the scientific understanding of America's distort youth; and participation with other science educates in the development in \$71 million science museum-school project which will include the sign and operation of a professional practice school for science education. Applications: Send letter of application, curriculum vitae, and nanesylve numbers for three recommendations to Professor David Marsh, 707 km USC, Los Angeles, CA 90089-0031. Review of applications to begin the 15, 1992 and continue until search is completed.

READING/WRITING—Assistant Professor

Qualifications: farned ductorate with specialization in reading/wing is guage/library; successful teaching experience in public schools; imizwith correction, multicultural, and bilingual issues; research competen

Responsibilities: Teaching undergraduate and graduate course in a education and in master's and disctorate degree program; developing Custed research in specialization; seeking funding for enhancing research application in specialization.

Applications: Send letter of application, corriculum vitae, and namely numbers for three recommendations to Professor Juhanna Lenkel, IVPH, USC., Los Angeles, CA 90089-0031. Review of applications to March 15, 1992 and continue until search is completed.

USC is deeply committed to a policy of opportunity/affirmative action in employment

TRENTON STATE COLLEGE



DEPARTMENT OF COMMUNICATION AND THEATER ASSISTANT PROFESSOR

The Department of Communication | Princeton and one hour from Part and Theater is seeking to fill a ten- delphia and New York by trains ure track, assistant professor, posi-tion starting the fall of 1992, Appli-cants must have a Ph.D., excellent teaching ability and strong research interests. Preferred areas of experlise include research methods, audience analysis, public address, mass communication, interpersonal comnunication, and/or semantics. The salary is competitive and commensalary is competitive and commensurate with experience and/or rank.
Trenton State College is nationally recognized as an undergraduate institute of exceptionally high quality.
The campus is located in 250 acres in suburban Ewing Township. The College is eight miles south of sity, TSC is an AMEOE.

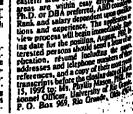
eral Arts major for approximate 250 students. Send a letter of application, res or current vita, transcripts and the letters of recommendation to D Anntarie L. Sims, Chair, Department of Communication and the ater, Trenton State Colkp. illwood Lakes, CN 4700, Trents

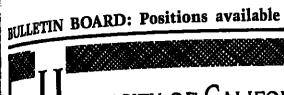
car. The Department of Comput-cation and Theater serves as a la-

Professor of Art History 9 - Month Salary: \$33,200

The Savannah College of Art and Design seeks application a full-time faculty position in art history. The College of the state of the s BFA and MFA degrees in eleven majors, including an inition as well as the B.Arch. degree. Art history is a central component of each student's liberal arts curriculum. Faculty approaches must possess a Ph.D. and should have previous leading are encouraged to ing experience. Women and minorities are encouraged apply. Send cover letter and resume to: Search Committee SCAD, P. O. Box 3146, Savannah, Georgia 31402. MCC.

and community college or privon fraching experience preferable Deading for making application: March 1, 1992. Make application to: Personnel Office, Anyon Community College, P. O. Box 126, Politon, North Carolina 28135. F.O.E. Business Management: Faculty. The Uni-yersity of Rip Grande announces an open-ing of a position for a faculty member in the College of Business Management. Respon-abilities of this tehure-frack position in-clude instruction in a full range of manage-ment courses and introductory marketing courses. The University of Rio Grande is both a public community college and a pri-





JNIVERSITY OF CALIFORNIA, IRVINE Positions in Mathematics Education, Science Education and Educational Administration

The University of California, Irvine seeks applicants for Assistant Professor positions in Mathematics Education and Science Education, and an Associate Professor position in Educational Administration, for the 1992/93 academic year. Preference will be given to candidates whose work has addressed the needs of diverse school populations. Requirements: Earned doctorate in a pertinent field, a distinguished record of research and scholarly publications and successful teaching experience. Responsibilities: Successful applicants will participate in instruction within new graduate programs, be actively engaged in scholarly research, and contribute to programs which prepare leaders within K-12 education. UCI is an Affirmative Action Employer and welcomes applications from minorities and women in these or other educational fields, including those who have expertise in educational technology. Applications should include a resume, three letters of recommendation, and copies of recent publications. Applications received by March 15, 1992 will be most timely, although later applications will be accepted. Application materials should be sent to: Alan Hoffer, Director of Education, University of California, Irvine, Irvine, CA 92717.



Wal-Mart Chair in Marketing College of Business Administration UNIVERSITY OF ARKANSAS

Nominations and applications are being sought for the Wal-Mart Chair in Marketing in the College of Business Administration at the University of Arbasss. Due to the nature of the chair, a preference will be given to people with an interest in retailing or retailing related activities; however, all qualified applicants will be considered. Qualified applicants will have: a recognized national reputation for research excellence and superior teaching skills in the field of nurketing:

the ability and experience to work effectively with impiness and professional leaders of Arkansas and the nation, both inside and outside the academic realm;

the personal energy and interest to attract and develop exception al men and women who will be tomorrow's teachers and busi

a desire to make high-level professional contributions for a sub-stantal period of time; and

accommitment to contributing to the improvement of both under-graduate and graduate programs in marketing. ons or applications for the Wal-Mart Chair in Marketing should

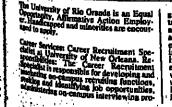
Wal-Mart Chair Search Committee Room 302 College of Business Administration University of Arkansas Fayotteville, AR 72701

The University of Arkansas is an Equal Opportunity, Affirmative Action Employer. Qualified women, minurities and disabled individuals are

UNIVERSITY OF CENTRAL FLORIDA **Brevard Campus Special Education Position**

Assistant Professor (tenured track) in Special Education. Occloral degree or ABD in Special Education with demonstrated secondary leaching and transition experience with exceptional students required secondary in a special secondary in the secondary secondary in the secondary secondary in the secondary secondary in quired, Responsibilities include teaching, research, service in special education. Salary competitive with an August, 1992 start date. Application: A review of completed applications will begin on March 2, 1992 and will remain open until the position is filled. Send letter of application; curriculum vitiae; 3 professional references including telephone number, and copies of transcripts to Dr. Michael W. Churlon; Departmental Chair, ED 214, Education; University of Central Florids; Orlando, Florids 32816; 407-823-2401, FAX 407-823-5135.

Equal Opportunity, Affirmative Action Employer. As an agency of the State of Florida, UCF makes search materials available for public re-view.



MOREHEAD STATE UNIVERSITY COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

PROFESSOR OF COUNSELOR EDUCATION

counsoling and work experience in elementary and/or sec-ondary schools. A distin-guished record of leaching,

scholarship and service is pre-ferred. Submit letter of interest,

curriculum vitae, and three let-ters of recommendation no later

Office of Personnel Services

HM101 Morehead, KY

Asst. Prof. Coun.
MOREHEAD
STATE
UNIVERSAL

MSU is an EEO/AA Employer

and oral communication thills, Master's degree required, Master's degree in student personnel and previous experience in placement. Send letter of application, resume and 3 letters of reference to: University of New Orleans, Human Resources, 1012 Administration Building, New Orleans, Louistana 70148. Applications will be reviewed beginning March 6, 1992. The University of New Orleans is an Equal Opportunity Employer.

than March 18, 1992, to:

Marehead State University invites applications and nomi-nations for a tenure-track position as Assistant Professor of Counsalor Education effective Augusi, 1992. Responsibili-August, 1992. Responsibilities: Teach graduate counseling courses both on campus and at regional centers; advise students; and provide aducational services within the service tional services within the services within the services region. Teaching in related fields may be required at both graduate and undergraduate levels. Summer session teaching may be available. Qualifications: Doctoral degree in

WESTERN MICHIGAN UNIVERSITY

COLLEGE OF EDUCATION

All positions are at the Assistant Professor level, and tenure track appointments; availability subject to resourcus. Salary will be competitive. The academic year is eight months; however, faculty who teach spring or summer sessions receive an additional 11% of their salary for each three credit hours taught. A full range of fringe benefits, including full TIAA/CREF contribution, is provided.

To apply for the following positions, submit a letter of application specifying the position applied for, current vitae, transcripts, placement file (if available), reprints of publications, and three current letters of recommendation which directly address the applicant's competencies and potentials in the areas specified. Letters of recommendation are to be mailed directly by the authors to the chair of the search committee. Placement files should originate directly from the relevant placement office. Review of applications will begin March 1 and will continue until the position is

DEPARTMENT OF CONSUMER RESOURCES AND TECHNOLOGY

FAMILY STUDIES: Earned Ph.D. in family and child development or a related field is required. Certified Homo Economist or Family Life Educator is preferred. Successful candidate will trach undergraduate and graduate lamily life courses in a home economics flumman ecology department. In addition to teaching, duties lacked research and scholarly activities, and service to university and community.

Apply to: Dr. Linda L. Dannison, Chair, Department of Consumer Resources and Technology, Western Michigan University, Kalamazoo, MI 49008-5067. DEPARTMENT OF COUNSELOR EDUCATION AND COUNSELING PSYCHOLOGY

AND COUNSELING PSYCHOLOGY

MARRIAGE AND FAMILY THERAPY EDUCATION:
Earned doctorate in marriage and sarnly therapy, counselor education, counseling psychology or closely related field, Participation in an AAMFT accedency program or possession of AAMFT credentials is destrable. Candidate must have sufficient interest, professional experience and training to have a sound basis for teaching graduate courses in theory and techniques, marriage lantily therapy, practicum supervision and some core coursework offered within the master's curriculum. The candidate for this position will work with qualified existing faculty to further develop a curriculum in marriage and family therapy education.

STUDENT PERSONNEL SERVICES; Eamed doctorate in

STUDENT PERSONNEL SERVICES: Earned doctorate in STUDENT PERSONNEL SERVICES: Earned doctorate in college student personnel, counselor education, counseling psychology or closely related field. Preference will be given to candidates that are graduates of CACREP accredited programs. Candidates must have sufficient initiest antifor professional experience to have a sound basis for teaching graduate courses in sudent personnel services in post-secondary education and some corrections of the control of the program of the control of the control of the program or unit tevel is preferred.

experience at the program or unit level is preterred.

Both positions require graduate teaching, supervising practica and internships, advising master's and doctoral level students, and serving on doctoral dissertation committees. Providing service, consultation and tilsom between WMU and the community is an essential component of the position. Must be eligible for doctoral advisor status which is based primarily on a record of professional activities in program development, ongoing research activity, publications, grant work, and contributions to professional associations. CECP faculty will attend both the AACD and ACPA conferences and will be available for interviews.

for Interviews.

Apply to: Chair, Counselor Education/Sudent Personnel
Search Committee, Department of Counselor Education
and Counseling Psychology, 3102 Sangren Hall, Wostern Michigan University, Kalamazzo, Mi 49008-5195.

DEPARTMENT OF EDUCATIONAL LEADERSHIP

DEPARTMENT OF EDUCATIONAL LEADERSHIP
EDUCATIONAL LEADERSHIP (TWO POSITIONS):
Earned doctorate in educational administration or educational leadership. Recent administrative experience in
schools is preferred; qualification for administrative contilication is desirable. Record of or posinital for resoarch,
publication, and scholarly productivity is required; experience in personnel administration is preferred. One
position will focus on strengthening the department's
teaching and research in personnel administration and
other school administrator certification required
courses; the other will focus on teaching and research in
educational leadership and supervision, and working
with leadership studies from schools, industry, and nonprofit environments. in addition to teaching graduate
level courses, both positions with be expected to serve
the normal functions of advisement of master's and doctoral students, chairing doctoral dissertation commit-

ty committees. Applicants are expected to maintain an active record in leading, publication, and professional

service.

Apply to: Dr. Eugene W. Thompson, Chair, Department of Educational Leadership, Western Michigan University, Kalamaaoo, MI 49008

DEPARTMENT OF EDUCATION AND PROFESSIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION AND PROFESSIONAL DEVELOPMENT ARTS EDUCATION AND ELEMENTARY EDUCATION. Assistant Professor, tenure track position. Earned ductorate in Arts Education (Art, Music, Drans, Cance) or in Education with a specialization in integrating and infusing the air into the elementary curriculum, and competence in teaching the language arts. Evidence of succussful teaching experience in elementary school. Record of scholarly achievement in professional for scholarly achievement in arts education/elementary education. Preference given to those who have successfully supervised undergraduate field experiences. The individual selected will teach and coordinate an undergraduate, field-based elementary education methods course, "Creativity in the Elementary School," teach courses in reading and the related language arts, serve normal functions of advisor and committee member, teach off-campus courses in regional centers, and may superviso field experiences. The successful candidate will also coordinate an interdisciplinary minor in the Creative Arts. Expected to pursue an active research agenda.

ARTS EDUCATION AND LANGUAGE ARTS, Assistant

an interdisciplinary minor in the Creative still Expected to pursue an active research agenda.

ARTS EDUCATION AND LANGUAGE ARTS, Assistant Professor, tenure track position. Earned doctorate in Arts Education (Art, Music, Drams, Dance) or in Education with a specialization in integrating and infusing the arts into the cumulation and competence in teaching, the language arts. Preference given to those with public school experience and to candidates with additional strengths in one or more of the following areas: reading diagnosis and treatment, secondary reading, general secondary education and educational perhotogy. The individual selected will leach the undergraduate elementary education course, "The Nature of Creativity," teach courses in reading and the related language arts, serve normal functions of advisor and committee member, teach off-compus courses in regional centers, and may supervise field experiences. Expected to pursue an active research agenda.

Apply to: FPD Search Committee, Department of Educa-tion and Professional Development, 2108 Sangrer Hall, Western Michigan University, Kalamazoo, MI 49008-5192.

DEPARTMENT OF HEALTH, PHYSICAL EDUCATION AND RECREATION

HEALTH, PHYSICAL EDUCATION AND RECREATION

- MOTOR LEARNING SPECIALIST: Farned doctorate in

- Motor and adjusting with a major concentration in motor - MOTOR LEARNING SPECIALISTs Farmed doctorate in physical education with a major concentration in motor tearning. Competency teaching motor learning, motor development, and iountalions is required, as is caperine teaching/coaching a variety of sports. Experience supervising student teachers is destrable, Evidence of research and scholarship is expected. The successful candidate will teach undergraduate courses in motor learning/motor development and foundations of physical education, as well as undergraduate courses in sport techniques and coaching. The candidate will also teach gradual courses in motor learning, supervise student teachers, advise students, and serve on departmental, college and university committees. The candidate is also expected to pursue an active research agenda related to teaching and coaching.

Apply to: Chair, Department of HPER Search Committee, Oepartment of Health, Physical Education and Recreation, Western Michigan University, 240 North Hall, Katamazoo, MI 49008.

Western Michigan University has a Carnegie Doctoral I Classification and is one of the state's five graduate-intensive universities, it enrolls approximately 26,000 students in six academic colleges, cornsisting of 45 departments and 750 faculty members. The College of Education, one of the midwest's leading institutions preparing education and human service personnel, has a tradition of excellence and service. The College offers numerous undergraduate and graduate programs throughout six departments. The College of Education is the third largest undergraduate and graduate programs throughout six departments. The College of Education is the third largest college at Western Michigan University, and employs approximately 110 full-time faculty, and 100 graduate assistants, adjunct faculty and professional staff.

Western Michigan University is an Equal Opportunity Employer. In addition, it has embarked upon a vigorous affirmative action program and encourages the applications of women and members of minority groups who are qualified for this position.

equal opportunity educator and emptoyer.

Chemistry: Assistant Professor. One-year temporary position (possibility of renewal) to teach introductory chemistry (majora) non-majoral, advanced course in specific disciplinis, and to develop visable undergraduate research. Required: Pt.D. in Chemistry with strong commitment to teaching/sudent interaction. All specialists considered, preference given to areas of Physical, Organic, and Ansiytical. Application deadline: March 1, 1992, or until filled. Submit teter of larter straumé, graduate transcripts, and three lefters of recommendation to: Dr. Len Archer, Chairperton, Deogriment of Chemistry, Missouri Western State College, 4731 Downs Drive, St. Joseph, Missouri 64507. Telephona inqui-

18 ries: 816/271-4371. Miporities/women en-

Chemistry: Tenure-track faculty position berinning August I, 1992. Bachelor's and Master's degree in Chemistry required. Total of 36 graduate bours in Chemistry or Ph.D. preferred. Deadline to apply: March 13, 1992 (or until position is filled). Send letter of application, current vits with list of references, graduate and underlanduate renascrists and three letters of recommendation maited directly to Dean Robert R. Allen, Prestonaburs Community College, One Bert T. Combs Drive, Prestonaburs Kentucky 41633. Equal Opportunity Insilution.

Street, Omaha, Nebraska 68124. EOE.

Chemistry: Assistant Professor of Chemistry, Morehead State University invites applications and somisations for a tenure-track position as Assistant Professor of Chemistry beginning August, 1992. Responsibilities: Teach freshman and organic chemistry: originate and direct undergraduate research; and provide service to the department, university and community. Qualifications: Ph.D. In Organic Chemistry. Submit letter of interest, curricular witaes are due transcripts, three letters of recommendation, and a stayement of isaching philosophy so later than March 13, 1992. to: Office of Personnel Services, Autoriton: Assistant Professor-Chemistry, Morehead Realucky 40331. MSU is an EEO/AA Employer.

School of Education

Faculty Position in Educational Administration

We invite applications for an Assistant Professor position in the Educational Administration Program of the School of Education, Applications from women and minorities are especially encouraged. This terrure-track approintment will begin in August 1992, and it provides an opportunity to assume a central role in the School's Master's, Educational Specialist, and doctoral programs in Educational Administration. These programs currently enroll approximately 150 part-time and

Qualifications: An extract doctorate in Educational Administration, with an emphasis in general administration at the K-12 level; particular interest and expertise in organizational development and educational learlership, administrative experience in K-12 education, including experience as a building principal; demonstrated ability to combict quantitative and/or qualitative research; and evidence of scholarly contributions to the field of educational administration through research, publications, and presentations at professional meetings. Appropriate teaching experience at the graduate level is also highly desir-

Responsibilities: Teach master's through doctoral courses in educational administration, including required courses on the principalship, organizational development, and educational leadership assist in sapervising practice and internships in educational administration; advise students at all program levels; serve on examination committees and direct decloral dissertations in educational administration; maintain scholarly productivity in research, publications, and presentations at professional meetings; participate in School and university-wide governance; and provide service to the field.

The Setting: The College of William and Mary, chartered in 1693, is the nation's second oldest academic institution. It is a highly selective, medium-sized state university committed to excellence in the liberal arts and in graduate professional education. The School of Education has 35 full-time faculty members and enrolls approximately 200 undergraduate students and 900 full-time and part-time graduate students in a full range of master's, Ed.S., and Ed.D. programs.

Application materials should include:

- 1. A brief cover letter which explains professional education, experience, and suitability for the position
- 2. A concise current resume
- 3. The names, addresses (including titles and institutions), and telephone numbers of live references

The search committee cannot consider other unsolicited materials. Complete application materials should be sent to:

James Stronge, Chair Educational Administration Search Committee School of Education

The College of William and Mary P.O. Box 8795

Williamsburg, VA 23187-8795 The review of application materials will begin February 24, 1992, and continue until the position is filled.

The College of William and Mary is an offirmative action/equal opportunity

Research Assistant Professor

Seeking Research Assistant Professor to design, organize and implement experimental studies in intact pigs, invact rars and the isolated rat heart to study pharmacological it.e., buffer agents, apitha-adrenegic drugs) and mechanical interventions (i.e., precordial compression, geracorporeal pump oxygenation) for the treatment of cardiac arrest and other states of acute perfusion fallure. Such studies focus on the determinants of cardiar resuscitability and on interventions that may favor the enture of effective cardiac function. Will use radionuclear flow measurements to measure distribution of organ blood; effective technology to assess itssue and blood actic-base status; and specialized respiratory measurement. Will use personal computer for data management and statistical analysis, and will prepare reports suitable for scientific publications. Will supervise 3-11 medical students are/for resoarch associates. The applicant must have a Medical Cogree or a Ph.D. in physiology. Two years' experience in the lob offered or two years in the related occupation of Research Assistant is required if exportence is in the rolated field of Research Assistant is required if exportence is in the rolated field of Research Assistant, the entire experience must include the following techniques for the entire two years: close and open-chest CPR on animals, extracoporeal circulation isolated heart preparations, organ blood flow and data management and statistical management of aw data using personal computer. Resumé is required along with evidence of publications in tour major journals. This is a full-time position (40 hours per week, 8 a.m. to 5 p.m., Mon.-Fil.) with an annual salary of \$3.5, 644. Must have proof of legal authority to work purmanently in the 0.1.5. Applicants must send resumes to:

Illinois Department of Employment Security 401 South State Street—3 South Chicago, Illinois 60605 AN EMPLOYER PAID AD

Chemistry: University of Rediands, Assistant Professor of Chemistry, two-year faculty position. The University of Rediands seeks to fill a two-year non-tenure track Assistant Professor of Chemistry beginning September, 1992, Individuals la any feld of chemistry are encouraged to apply; Ph.D. required. Dutles include teaching General Chemistry and courses in field of specialization. The University of Rediands has excellent research facilities and opportunities for collaborative research, and directing undergraduate research is encouraged. To apply send: letter of application, curriculum vitae, and three current letters of reopensendation to Dr. Robert Hedspeth, University of Rediands, 1200 E. Colon Avenue, Rediands, California 92273-3099. The committee will begin review of completed applications on 23 March, 1992 and will

continue until the position is filled. The University of Rodfanda is committed to fos-tering multi-cultural diversity and is an EOH. Applications from women and mi-norities are especially encouraged.

Child Development/Family Science: North Dakota State University, Chairperson, Child Development and Family Science. Norminations and applications are requested for a tenure track, 12 month appointment beginning July 1, 1992. Associate/Fail Frofessor, salary dependent on qualifications and capertise. Minimum qualifications and capertise. Minimum qualifications: Doctorata in child development, family studies or related field; evidence of research, effective teaching, interpersonal relations, orally-frien communication skills; and administrative/leadersity cumpetency. Preference for individuals with

FALL 1992 FACULTY POSITIONS

Bismarck State College Bismarck, North Dakota

Assistant Professor of Biology: Responsibilities include teaching biology and other basic science courses. Appropriate master's degree required. Preferences: college teaching experience, associate degree from a community college, doctorate.

Assistant Professor of English: Appropriate master's degree required. Preferences: college teaching experience, associate degree from a community college, doctorate.

Assistant Professor of Math: Two positions open. One requires ability to teach introductory BASIC computer courses and possibly FORTRAN. The second requires ability to teach elementary and advanced statistics. Appropriate master's degree required. Preferences: college teaching experience, associate degree from a community college, doctorate.

Assistant Professor of Theatre/Speech: Responsibilities include teaching theatre classes and directing drama productions, and possibly teaching speech courses. Appropriate master's degree required. Preferences: college teaching experience, associate degree from a community college, terminal degree in appropriate field.

These are nine-month, full-time, tenure-track positions. In addition to teaching, responsibilities include student advising and committee work. Competitive salary based on experience and credentials, with comprehensive fringe benefit package, including TAAACRE Retirement Plan. Starting date August 25. Submit a BSC application, a letter of application, résumé, and official graduate and undergraduate transcripts by March 13.

Bismarck State Colege is a comprehensive community college, founded in 1939. Located in the capital city of North Dakota, it has an FTE enrollment of approximately 1,900 students.



To apply, call the: Office of Personnel Services Bismarck State College 701-224-5427

An Affirmative Action. **Equal Opportunity Employer**

BISMARCK STATE COLLEGE

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LES BARNES CHAIR IN QUALITY MANAGEMENT

The University of Miami is seeking candidates of national distinction to fill the LES BARNES CHAIR IN QUALITY MANAGEMENT. The University's program in quality is committed to development of all aspects of Total Quality Management (TQM), including investigation and research into such areas as statistical, psychological, cultural, and knowledge theory as applied to management for the improvement of quality. Accordingly, professionals from a variety of disciplines are encouraged to apply.

The applicant is expected to be an excellent teacher and researches. The studies are excellent teacher and researches.

variety of ciscipense are encoureged to apply.

The applicant is expected to be an excellent teacher and researcher, as well as an individual who will complainent the activities of the current faculty. Furthermore, such a chaired professor is also expected to provide strong leadership to faculty, to develop external funding, and be eager to work directly with businesses pursuing quality management programs on Joint research projects. The holder should meet the requirements for tenure in an appropriate department of the University, and will receive salary, benefits, and support common interested individuals and parties with a chaired professorable.

Interested individuals and parties wishing to nominate others should contact Professor Howard S. Gitlow, Executive Director, Institute for the Study of Quality in Manufacturing and Service, School of Business Administration, University of Miami, Box 248237, Coral Gables, Florida 33124; Telephones: 305/284-4296 (machine) or 305/284-6595; Department of Management Science, Fax: 305/284-6526.

The University of Marmi is an equal opportunity employer and a drug free work place. We encourage applications from females, veterans, disabled and minority group applicants.

collegal fashion and be a liaison with other Linversity and community units. Responsibilities include providing leadership and refforming administrative, teaching and research functions for an academic department. Women and minorities strongly economic do apply. Send 1) statement of interest; 2) curriculum vitae; and 3) names, addresses and phone numbers of three ludiciduals willing to provide a grofessional reference to Dr. Jena Mehrotra, Department of Child Development and Pamily Science, Box 5057, State University Station, North Dakota S8105; phone (701) 237-7568; FAX (701) 237-774 Deading for applications: March 13, 1992 or until position, is affect NISSI in 1992 or until position.

College Relations: Director of College Relations, Firelands College Bowling Green State University). Server as Aluman/Development Officer to entablish annual and special find raising, activities, coordinates atomat chapter scriphies, preparers and produces at official college publications, serves as indicate more productions, serves as issues with local news media and maintains public relations for the college. Meater's degree with emphasis in ournalism or related field preferred, experience in administration of similar programs in hundred and stilled and stilled the common carlion skills, Sabry \$23,000 30,000 commonsurate with odveation and experience. Subput letter of application, resumed, and names/andresses/telephone numbers of three professional references posimurated by April 1, so Office of the Dean, Firelands

7568; FAX (761) 237-3174. Deading for applications: March 13, 1992 or until position is filled. NDSU is an equal opportunity employer.

College Advisement: Director College Advisement: Direc

Communication: Indiana State University speks a Chaipperson for its Department of Communication which includes degree programs in raido-television-film, journalism, and communication studies. The Department has 17 tenure-track faculty, 300 undergraduate majors, and 30 graduate students in master a degree recorams, Candidates must have demonstrated excellence in teaching and scholarship. Rank and galaxy are compositive, Send application and vita to Chairperson Search Committee, Department of Communication, Indiana State University, Terre Haure, Indiana 47809.

Applications received after February 17, 1992 cannot be assured consideration, ISU is an AA/EOE.

Geörge Washington University Faculty Position in Counseling

Applications and nominations are invited for a tenure-acroing faculty position in counseling. Programs include CAREP, accredited master's programs in community and school counseling, a CORE – accredited master's program in rehabilitation counseling and a CAREP, accredited Ed D, program in counseling. The programs are within the purview of the Penament of Human Services, School of Education and Human Services. of Human Services, School of Education and Human De

Responsibilities include teaching master's and doctoral level Responsibilities in cutic coloring masters and doctoral research productivity and publishing, advising master's and doctoral students, directing master's and doctoral trusteris; and professional activities.

Successful candidate must have an earned doctorate in comseling, counselor education, counseling psychology or a close related field: evidence of research and scholarly contribution in counseling; counseling experience, with at least five years recent experience in school counseling. University teaching experience in counseling and expertise in substance abuse counseling preferred. NBCC certification and state licensure. preferred. Experience in fund raising desirable,

He or she must have experience and accomplishments in school counselling, assessment and individual appraisal and, prefer-bly, counseling with at-risk populations, such as substance above violence, and AIDS; experientially based knowledge and senstivity to minority and women's issues and concerns commi-ment to culturally diverse understandings and values ability to work collegially and collaboratively with students, faculty and community professionals.

Rank and salary are negotiable, based on qualifications and experience. Position is available at the beginning of the fall

Send letter of application, resume and three references to:

Dr. Clemmont F. Vontress, Chair Search Committee for Counseling Faculty Position Department of Human Services The Ocorge Washington Universit Washington, DC 20052

Screening begins April 3 and will continue until position is filled Women and minorities are encouraged to apply.

Western Illinois University

Chairperson, Department of Media and **Educational Technology**

Position: Department Charrowson, Attrius and Educational Technology between responsibilities are to administer the department of 9 facility and 9 stational computing, blurary science; develop the matter's degree in educational computing, blurary science; develop the matter's degree in educational to be brookey; oversee University's Satellite Coulomb Network many the College of Education Electronic Classroom and the instruction desponsive services for the College. The chargerson reports to the Dean of the College.

Rank & Salary: Rank appropriate to experience. Salary competitive livele

Qualifications: Required: Minimum earned master's degree plus thiny semicister hours in a field related to the mission of the department, wo or more years of administrative experience in a related area, knowledge of annutional development, a record of professional activities, demonstrated leakship and a vision for the utilization of the educational technology. Prefered Terminal degree, experience in teaching/administering in higher education, evidence of viriting/administering grants, and experience in the application of technology to teaching.

The University & Community: Western Illinois University is a regional size university with 13,000 students and is located in a community of 20,000. The community possesses all the advantages of a mid-sized university is located within easy driving distance of three metropolitan areas. Deadline: Screening hegins after February 18, 1992 and will conline on position is filled. Starting date July 1, 1992.

Send a letter of application, three letters of reference, vita, academic was

Dr Donald I. Troyer, Champeison Media & Educatounal Technology Search Committee Western Illinois University Macomb, Illinois 61455 (309) 298-1961

Western Illinois University is an Affirmative Action, Equal Opportunity En

is an AA/EOE.

Communication: University of Haitford Communication Department invites applicants from two anticipated tenure rinck pusitions to begin Fall, 1992. (1) Mediated Communication Applicants should have a teaching and research emphasis in one or mora of the following at easy media management, media economics, telecommunication, and/or international communication. The ideal candidate will have a vision of communication and international communication. The ideal candidate will have a vision of communication in traditional communication in traditional communication in polications of an analysis of the proposal assignator culture or mediated beyond a singular culture or mediated communication. In the communication on theory, international communication on theory, international composate or mediated communication increasing the department is core undergraduate and graduate course in communication research and/or theory wall ephance the candidate's case as will

orpiled cummunication-related euror ence. Positions offer opportunities to test in the All University Curriculum, a mine ally recognized intendisciplinary spent education program. Applicant should be considered. The department is obtained with 13 hall-time faculty. 400 mine argument emisors, and 50 gathen to the variety of Itanford is indepart on private university located on a barrient programment of the University of Itanford is indepart on and New York City. Applicants should not and New York City. Applicants should be the organized of the current reference, and in bears of three current references, and phone on vitac, names, and testers, and phone on vitac, names, and testers, and phone of three current references, and in language of the current references, and in communication, or Dr. Robert Dennish Chales. Dr. Roper Demond (for ordinal communication), or Dr. Robert Dennish of Communication, University of fundations with being reported until the decimal are reached. The University of the decimal are reached. The University of the state of the proportion of the proposition of the state of

BULLETIN BOARD: Positions available

ENDOWED CHAIR OF EXCELLENCE IN THE HUMANITIES

The University of Tennessee at Chattanooga

College of Arts and Sciences at The University of Tennessee at Chattanooga seeks an outstanding scholar-teacher for appointment to the Chair of Excellence in the Humanities. The appointment may be for a period of one year or longer.

The chairholder will be expected to bring to the University a distinguished record of teaching and research or creative activity in the humanities; art history, music history, literature, theatre history, religious studies, philosophy, languages, and The chairholder will teach one or two courses each semester, deliver public lectures or readings, and provide a public presence for the humanities in the community. During 1992-93, the chairholder may have the opportunity to explore with the University the possible creation of a Center for the Humanities. The chairholder reports to the Dean of the College of Arts and Sciences.

The next appointment will be made for the 1992-93 academic year, beginning August 1, 1992. Applications and nominations for later academic years will also be considered. Applications, nominations, or requests for further information should be addressed to:

Dr. Robert Fulton, Chair Advisory Committee American National Bank Chair of Excellence in Humanities 202 Querry The University of Tennessee at Chattanooga 615 McCallie Avenue Chattanooga, TN 37403-2598

Applicants should send a letter indicating their interest in the position, a current resume, and the names and addresses of five references. Applications received prior to March 1, 1992, will be assured full consideration for the 1992-93 appoint ment and may be considered for later appointments. Applications received after March 1 may receive consideration for appointment in 1992-93 and will receive consideration for later years. The search committee especially encourages women and minorities to apply. The University of Tennessee at Chattanooga is an Equal Opportunity, Affirmative Action/Title IX/Section 504 Institution.

The University of Tennessec at Chattanooga (UTC) is located near downtown Chattanooga on a traditional, tree-lined campus of nearly 100 acres. Sustained by strong traditions of its lengthy history as a private church-related university prior to 1969, the University benefits from distinctive identification with one of the oldest land-grant universities in the nation.

UNIVERSITY WHARTFORD

College of Education, Nursing and Health Professions

ANTICIPATED OPENING

THEUNIVERSITY OF HARTFORD is a dynamic, comprehensive, inde-pendent institution located on a 325-acre campus in suburban Wost Hartlord, close to nationally recognized teaching and research facili-les and in close proximity to Boston and New York. With more than 350 full-time faculty, the University offers programming through the dectoral level to some 8,000 students.

doctoral level to some 8,000 students.

8econdary Education. The College of Education, Nursing and Health Professions, University of Hartford invites applications for an anticipated tenure track assistant/associate professorship in Secondary Education. The applicant should hold an earned doctorate with emphasia in Secondary curriculum and expertise in diverse models of instruction, educational reform and restructuring of secondary schools. Knowledge of urban schools, experience teaching undergraduate and graduate students and supervising student teachers destrable. Responsibilities will include teaching graduate and undergraduate courses; program development; supervision of student teachers; advising; committee assignmente; maintaining an active research and publication schedule. Send résumé and three reterances (names, addresses and telephones) to Or. H. Frederick Sweltzer, Châir, Division of Education, College of Education, Nursing and Health Professions, University of Hartford, West Hartford, CT 06117. Screening of applications will begin immediately and continue until a decision is reached. The University of Hartford is an equal opportunity, allismative action employer and specificatily invites and encourages applications from women, minorities and members of unrepresented groups.

NAMBAN KATABAT BARAN BARAN

Communication: Oral Communication in Business, Cornell University Cornell Communication. Experience teaching writen communication. Experience teaching writen communication. Experience teaching writen communication cornel cornell cornell communication cornel as well as well as the communication component. The successful candidate will have a strong student-curred communication component The successful candidate will have a strong student-curred orientation, enjoy participation in collaborative teaching activities, and have than openical for conducting significant to exact han openical for conducting significant to the property of the conducting significant considered. Expected to contribute to faculty comminent and publication in business communication communication communication. Expected to contribute to faculty communication communication of the property of th

courages applications from women, minor-illes and members of underrepresented York 1485). Affirmative Action, Equal Op-groups,

Communication: Written Communication in Business. Cornell University's School of flutel Administration invites applications from individual specializing in written business communication. Major teaching responsibility is an undergraduate course emphassing exposition and argument in butiness/technical contexts. Opportunity to teach required undergraduate course in oral managerial communication, and to team teach other undergraduate offerings. Expected to advise students and to contribute to faculty committees, curriculum development, and other projects. Lecturer. Master's degree or equivalent required. Business knowledge or experiences in advantage. Salary commensurate with qualifications. Non-tenure track appointments are for two years. Appointment begins August for two years. Appointment begins August 1992. Send letter of application, risund, and three letters of recommendation by Februstry 21, 1992 to: Michael H. Redlin, Associate Dean of Agademic Affairs, School of Hotel Administration. Cornell

SENIOR RESEARCH ASSOCIATE

University. The position involves responsibilities for in-elastic spectroscopies on aerosols using high resolu-tion lasers. Additional duties include routine maintenance and operation o laboratory equipments. Qualitied applicants must have a Ph.D. in Physics in the area of Optical Physics and three years of research experience after Ph.D. In related areas. Experience must include extensive knowledge and hands on experience in the operation and maintenance of cw lasers including ring dye laser. Qualitied applicants musi also demonstrate knowledge of computer programming and must have a good publication record. Forty hours per week at a salary of \$28,050 per year. Please send resume and three refer-

Tillie Moore Ky. Job Services Communication: See display advertisement. University of Wisconsin-White-water

Lexington, Kentucky 40508

pluyer.

Communication/speech: Assistant Professor and program coordinator, teame-irack position. Dynamic, experienced teacher sought to teach speech communication courses and coordinate the work of the communication studies faculty in a vigorous, emerging small independent comprehensive liberal arta college located just 30 minutes from Lincoln, Nebraska, the state capital. Salary is competitive and commencante with qualifications and experience. Teaching experience and Ph.D. preferred. Send application letters, vita, three current letters of reference with plane numbers, and evidence of teaching effectiveness to:

In. Lioda L. Mano, Vice President for Academic Affairs, Donne College, Crete, Nebraska 65313 by Rebrusty 28, AAJEOE.

Senior Research Associate position available in a

ence letters to:

Yale University



School of Forestry and Environmental Studies

205 Prospect Street New Haven, CT 06511

FOREST MANAGEMENT

The Yale University School of Forestry and Environmental Studies is seeking to appoint a tenured Professor of Forest Management to treach and advise graduate students, conduct original research and to take a leading role in the development of the Weyerhaeuser Program in Forest Resource Management and Policy. The person must have an active research interest in the management of forests for wood products but should also be interested in integrating the multiple uses of forest resources. Interacting with other members of the faculty through interdisciplinary teaching or research is important. A Doctoral degree is required.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and protessional work to: Professor John C. Gordon, Chair, Forest Management Search Committee.

Deadling for receipt of applications is February 15, 1992 or until suitable candictates are found. The position will be available july 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5076 or 203-432-5107.

BIOMETEOROLOGY

Applications are invited for the position of Assistant Professor of Biometeorology in the School of Forestry and Environmental Studies at Yale University. The successful applicant will be espected to teach a comprehensive graduate-level course in atmospheric science and an advanced course in biometeorology. Collaboration with other members of the faculty in team-taught courses and sentinars (e.g., Forest Management for the Amelioration of Air and Water Resources) is encouraged. The applicant also will be expected to develop and sustain a research program in biometeorology addressing micro- and meso-scale phenomena. Interdisciplinary work (for example, studies of: ecosystem structure and function, the transport and ecological impact of air pollutants, and global change) with other members of the faculty, including researchers in the Department of Geology & Geophysics, is strongly ordered.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other appropriate examples of academic and professional work to: Dr. Kristiina Vogt, Chair, Appointments Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call Professor Vogt at 203–432-5076 or Professor Paul Barten at 203–432-5121.

NATURAL RESOURCE ECONOMIST

The Yale University School of Forestry and Environmental Studies is seuking to appoint an Assistant Professor of Natural Resource Economics to teach and advise graduate students and to conduct original research. Candidates with background training either in economics, agricultural economics or forest economics are desirable. The individual is expected to apply economics to a broad array of resource questions and be willing to interact with a diverse set of colleagues in an interdisciplinary program. The applicant should have an active research interest in at least one of the following areas: forests, wildlife, energy, water, fisheries, and pollution.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Robert O. Mendelsohn, Chair, Natural Resource Economics Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The pusition will be available july 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5128 or 203-432-5076.

ANIMAL OR WILDLIFE ECOLOGIST

The Yale University School of Forestry and Environmental Studies is seeking to appoint an Assistant Professor of Animal or Wildlife Ecology to teach and advise graduate students and to conduct original research. Teaching responsibilities include courses in wildlife ecology and population ecology. Candidates working with terrestrial vortebrates, and those interested in population and community ecology are especially encouraged to apply. Applicants should have an interest in basic research and its applications to natural resource management and conservation, and be willing to interact with a diverse set of colleagues in an interdisciplinary program. Postuloctor-later program is destrable.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Steven R. Beissinger, Chair, Animal or Wildlife Ecologist Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available july 1, 1992. For further information about the Vale School of Forestry and Environmental Studies and the position described above, call 203-432-5120 or 203-432-5076.

RESOURCE POLICY

The Yale University School of Forestry and Environmental Studies is searching for a temure-track faculty member in the area of Resource Policy at the Assistant or Associate Professor level. Appropriate candidates should have a scholarly record of research and publication in matters relating to the formulation and implementation of resource policy. An interest in issues concerning natural resource conservation and management, or formulation and implementation of international resource policy, is desired. Candidates can be trained in a variety of social science and environmental disciplines, although a political science background is preferred. Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Stephen R. Kellert, Chair, Resource Policy Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candiciates are found. The position will be available july 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5114 or 203-432-5076.

Yale University is an Equal Opportunity. Affirmative Action Employer.

Communications: The University of Guara solicia applications for the following tenure or non-tenure trach, full-time position tone-, two-, or three-year appointment) threat to associate erofe soor (Communications). The University of Guara is a U.S. accredited langitudio that serves the island of Guara and other islands in the Western Pecific region. University of Guara faculty salaries are competitive with those of the University of Hawaii and major mainland universities. Duties and Responsibilities: Teach undergradusts courses in media, such as introduction to Mass Communication, Broadcast Production, and Broadcast fourmains. Supervise student laternakes in Jocal media. In addition teach other media and speech communication courses, including the required course, Fundamentals of Speech Communication. This person will be encouraged to provide impul Into the University's undertakins, with the communication.

Communications: The Ohio State University at Newark is seeking an Assistant Professor for a full-time, 9-month, term (1-3

The Chronicle of Higher Education • February 5, 1992

THE AARON DIAMOND FOUNDATION POSTDOCTORAL RESEARCH FELLOWSHIPS

in the Biomedical and Social Sciences

AIDS OR DRUG ABUSE RESEARCH

The Agron (Hamond Foundation announces the availability of Postdoctoral Research Fellowships in the biomedical and social sciences focusing on AIDS or drug abuse. The purpose of the Fellowships is to attract promising investigators to academic and research institutions in New York City, and to encourage increased research into understanding the secondary and the product and the secondary in the secondary and the secondary

New York City, and to encourage increased research into understanding and solving two of today's most pressing public health problems. The New York State Health Research Council, aided by a distinguished group of scientists comprising The Auron Diamond Foundation Fellowship Selection Committee, administers the Fellowship Program.

STIPENDS Fellows are paid annual stipends beginning at \$36,000. Each Fellowship is for two years, with an option for a third year.

ELIGIBILITY

Applicants should have received an MD or PhD within the past seven years.

MD's should have completed at least two years of clinical training. PhD's

are eligible immediately after graduation or after limited.

The Fellowships are open to U.S. citizens and permanent residents.

Women and members of minority groups are especially encouraged to apply.

MENTORS

A potential Fellow must be sponsored by a Mentor at a New York City institution. Mentors who have already expressed interest in participating in the Fellowship Program are listed in the application materials. The Mentor's institution receives \$30,000 annually to cover the Fellow's

research costs, travel, tultion and fringe benefits.

APPLICATION DEADLINES

July 31, 1992 and July 30, 1993

INFORMATION AND APPLICATION FORMS

Ellen L. Rautenberg, Program Director, The Azron Diamond Foundato Postdoctoral Research Fellowships, New York State Health Research

Council, 5 Penn Plaza, Room 308, New York, NY 10001 (212) 613-2525

OKLAHOMA STATE UNIVERSITY

DEPARTMENT OF

CURRICULUM AND INSTRUCTION

Stillwater, OK 74078-0148

Due to a number of opportunities by Oklahoma's generous retirement program, the Department of Curriculum and Instruction of Oklahoma State University invites nominations and applications for the following positions at the rank of Assistant Professor to begin no later than August 15. 1992. Responsibilities for all positions include teaching research, service, advising, and supervising of graduate research. All positions require an earned doctorate and teaching experience. Salarios will be commensurate with qualifications and experience.

Curriculum Theory: Teach graduate level courses in curriculum theory including critical theory, postmodernism. Isminist theory, etc. as well as a working knowledge of quantitative and qualitative research methodologies; serve as a higher education representative on Entry Year Assistance Committees.

Reading Education: Toach undergraduate and graduate reading education courses; serve as the higher education representative on elementary-level Entry Year Assistance Committees.

Elementary Education: Toach upper division and graduate courses in elementary education; direct clinical experiences in area schools.

Elementary Mathematics Education: Teach undergraduate and graduate courses in elementary mathematics aducation.

Review of applications will begin March 2, 1992 and continue until positions are littled. Applicants should submit a letter of application, vita, transcripts, and three letters of recommendation to: Dr. Carolya Bauer. Interim Head, Department of Curriculum and Instruction, Oklahoma State University, 302 Gundersen, Stillwater, OK 74078-0148.

OSU is an Affirmative Action, Equal Opportunity Employer and especially welcomes and encourages applications from women and people of color.

PHILLIPS EXETER ACADEMY

EXETER, NH 03833

Coeducational Boarding School, 9 through 12

TEACHER OPENINGS 1992-1993

English - History (US) - Japanese

at the secondary or college level required. Contribution in other areas of boarding school

life expected.

EOE/AA Send résumé with three references to Andrew W. Hertig Dean of Faculty PHILLIPS EXETER ACADEMY

\$651441E4371056146117510390110361E531112E113861E4306101111111851E440111111851E10111118541

Graduate training and/or teaching experience

UNIVERSITY OF VIRGINIA



SCHOOL OF NURSING

FALL 1922 FACULTY POSITIONS

The University of Virginia, founded in 1819 by Thomas Jefferson, is ranked as one of the leading public universities in the country. The School of Mursing was established in 1901 and currently has more than 550 students enrolled in its baccalaureate, master's, nurse practitioner and doctoral programs. Today, the School of Mursing, with a faculty of 51 individuals, is one of ten schools of the University.

Applications are invited for the following full-time, tenure track positions:

Family Nurse Practitioner Program Adult Health Nursing Community Health Nursing Acute/Critical Care Pediatric Nursing Psychiatric/Mental Health Nursing

All positions require a doutorate in nursing or related field, teaching experience and a record of scholarly activity/research. Specific responsibilities and qualifications for each position are as follows:

Director—Family Nurse Practitioner Program Primary responsibilities include day-to-day coordination of the program, curricular development, classroom leaching and clinical instruction of students. Certification as a Family Nurse Practitioner and evidence of clinical practice as a nurse practitioner are required.

Faculty—Adult Health Nursing

Primary responsibilities include clinical instruction and classroom teaching in the baccalaureate program with additional opportunities in the master's program. A master's degree in medical-surgical nursing is required.

Faculty—Community Health Nursing Primary responsibilities include clinical instruction and classroom teaching in the baccalaureate and master's programs. Applicants with research interests in the care of highly vulnerable, rural and/or elderly populations are encouraged to apply. A master's degree in community health or public health is required.

Faculty—Acute/Critical Care Pediatric Nursing Primary responsibilities include classroom and clinical instruction in the master's program. Applicants with research interests in the nursing care of hospitalized children and families are encouraged to apply. A master's degree in pediatric nursing is required.

Faculty---Psychiatric/Mental Health Nursing Primary responsibilities include clinical instruction and classroom teaching in the baccalaureate and master's programs. The program emphasizes integration of neurobiological, psychosocial and psychiatric nursing knowledge in psychiatric nursing care. Current faculty research interests include adult schizophrenia, women and depression, rural service delivery and care of the ulderly. A master's degree in psychiatric nursing is required.

Salary and faculty rank for all positions are commensurate with education, experience and record of scholarship. Applications will be accepted until the positions are filled. Please send vita and names of three references to:

Sara W. Ameson, RN, Ph.D. Coordinator of Faculty Recruitment School of Nursing—McLeod Hall, Box 1010 University of Virginia Charlottesville, VA 22903-3395

The University of Virginia is an Aftirmative Action, Equal Opportunity Employer.

Princeton University **Princeton Writing Program**

Writers/teachers of expository writing. Positions available, two-thirds of full-time equivalent, initial two year appointment renewable to maximum six years. Teach two subject-based writing seminars per semester (approximately 12 students/section) and assist training of instructors and Writing Center tutors. Experience and publication required. Servi letter, c.v., dossier to Marvina White, Associate Director, Princeton Writing Program, 301 Aaron Burr Hall, Princeton University, Princeton, New Jersey 08544-1011.



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Effective August. Women and minority scholars strongly encouraged. Specialization compatible with faculty interests in body composition, cardiovascular-respiratory function, metabolism, or neuromuscular paysonogy. Established Ph.D. program and laboratories. Training/experience necessary to seek extramural funds and supervise master's/doctor-al students required. Send applications with curriculum vitae and sup-porting documentation to: Dr. Wayne Staning, School of Physical Educa-tion, Recreation and Dance, MAC Annex, Kent State University, Kent, Ohio 44242. Deadline for application is March 20, or until position is filled.

permunications: The Department of speech Communication and Theatre in a mail, church-related, liberal arts college ins two openings: (I) Tenure-track, assisting professor level for speech generalist to each basic speech, oral interpretation, permansion, and media theory courses (decembing on areas of expertise). Position includes graduate-level teaching in the college's M. A. In Education program. For appointment, at least ABD; FAD, preferred and presequisite to tenure consideration. 21 One-year subbatical replacement, at intructor or assistant level, to teach sudio addon production, media survey, and basic speech courses. Master's degree in broad-sating for related field) and professional

The University of Maryland Eastern Shore Campus

Position Title: Chair, Department of Hotel and Restaurant Management. Salary: Communicularite with experience.

Personnel Status: Full-time, twelve month, tenure track faculty appoint-

Responsibilities: The Chair of the Department of Hotel and Restaurant Management will be responsible for a 50% teaching load. Other responsibilities include advising students, providing university and industry service, strengthening the hospitality industry advisory committee, initiating research activities, and expanding the student internship program.

Minimum Qualifications: A doctorate degree in a hospitality related atea and a minimum of two (2) years managerial experience in the hospitality industry. Candidates can apply ABD if defense will be made within one year of appointment. Preference will be given to individuals with previous administrative experience in the development of productive research pro-

Interested, qualified applicants should submit curriculum vitae, official transcripts and three letters of recommendations by March 20, 1992 to:

Department of Human Resources J. T. Williams Building University of Maryland Eastern Shore Princess Anne, Maryland 21853

ABOUT UMES: The University of Maryland Eastern Shore is an 18'00 Land-Grant Institution in the University of Maryland System. The campus is located in the town of Princess Anne on Maryland Eastern Shore, 13 miles south of Salisbury. The campus is accessible to the major Metropolitan areas of Baltinnore City, Washington, DC and Phila., PA. All are approximately 2 1/2 hours drive. Ocean City and other resort areas on the Atlantic Ocean are within 3tl minutes.

The successful candidate must be able to show acceptable documentation proving identity and establishing the right to accept employment in the United States of America. UMES is an EEO/AA employer, a drug-free work place, and enforces a no-smoking policy applicable to all campus buildings.

Graduate Administrative Faculty Position in Master of Ministry Program

Ursuline College, a Catholic liberal arts institution dedicated primarily to the education of women for leadership, invites applications for an administrative/faculty position. Situated in suburban Cleveland on a 100 acre campus, Ursuline has approximately 1100 FTE students and 70 FTE faculty. Ursuline College is seeking candidates for a full time appointment in the Graduate Ministry Program. Candidates must possess a terminal degree in Theology, Religious Studies or Ministry and must have experience teaching at the graduate level. The Master in Ministry program is a new graduate program that aspires to prepare women and men for leadership roles in a variety of Church related activities and settings. It combines strong theological study with extensive field work and formational experiences. Structured in a distinctive non-traditional format the program seeks candidates who have a strong collaborative style, competence in religious formation, willingness to work in an individualized learning format with significant assessment, a willingness to interact with students and faculty and bring a level of enthusiasm to shaping a new endeavor. Present and potential enrollments are very promising. The program enjoys an excellent relationship with the Diocese of Cleveland and parishes throughour Northeast Ohio. The only such program in the area, it has great growth potential to meet the ever increasing need in sustaining quality parish life. Salary is negotiable and commensurate with credentials and experience. Resumés will be accepted until March 6, 1992. Candidates should submit a résumé to:

Dr. Martin F. Larréy
Vice Prestidate for Acquerie A Grii.

Dr. Martin F. Larrey
Vice President for Academic Affairs
Ursuline College
2550 Lander Road Pepper Pike, Ohio 14124

Ursuline College, an equal opportunity employer, encourages applications from women and minority candidates.

THE SCHOOL OF SOCIAL WORK The University of Texas at Arlington

The School of Social Work at The University of Texas at Arlington is now seeking candidates for several tenure-track faculty positions at the Assistant Professor level. Applicants should be interested in teaching at both the graduate and undergraduate seeks and in conducting research in direct practice, human behavior, policy, or social welfare, or a related field, and at least two years' post-master's social work, experience. Consideration will be given to ABD cardidates. The MSW is required. The positions are available beginning in January or September, 1992. Women and which describes your current teaching and research interests to Dr. Richard F. Dan-Arlington, Passon of the Chair, Search Committee. The University of Texas at Arilington, P. O. Box 19129, The search will press open over the little of the search will press to the committee. The University of Texas at Arilington, P. O. Box 19129, The search will press open over the little of the contraction of the cont

The search will remain open until the positions are filled; however, applications that are submitted early are best assured of receiving full consideration.

Analysis, and Medis Research. Master's degree required; doctorate and teaching experience preferred. Appointment begins Fall 1992. Review of applications with begins the position is filled. A letter of application with supporting materials resume, transcripts and references; should be sent to: Director of Personnel, Attendion; Medis Advertising Position, Webster University, 470 East Lockwood Avenue, St. Louis, Missourd 63119.

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Familiarity with 374 operations, particularly the interconnectivity of 3174-attached devices to LANS, is required. Experience with IEEE 802.3 and 802.5 networks and the interconnectivity of those networks and the interconnectivity of those networks are required. Knowledge of modean security management technolues, including excryption, caliback, and foken schemes required. Knowledge of a stransmission of facts mile using LAN protocols required. Skeperience with VM system protocols required. Skeperience with VM system protocols required. Skeperience with VM system protocols are sured. As in clearly with PDDI is required. As in depth working kwowledge of NPS is required. As indepth working kwowledge of NPS is required. Must have an undepretanding of the intermed data structures of the Rolm 9751 CBA. Candidate should possess B.S. in Engineering and M.S. in Computer Science or related field. Work schedule (hours a s.m. - 5 p.m.) with an annual salary of 332,910. To spoly mail or hand carry resume with a copy of the advertisement stucked to VEC. Department Most. 1202 Franklin Road, 5W Rosnoke, Viginia 24002-0061. Job Order Number VA 0000823.

of two semesters per year. Candidates should be prepared to teach software engineering; programming; and introductory courses covering word processing, apreadabeets, and DBMS's. Field experience or a Fh.D. is desirable. We are looking for a candidate whose primary interest is classroom instruction. Credendats: master's desired experience for CS or CS foot CIS education); demonstrable skill in the classroom required. Salary and rank depend on tredentals and experience. Send resume and reference to CIS Search Committee, Jacksonville University, Jacksonville, Florida 12211. Application deadline: February 28,

tion.

Computer/Operations Management: Easiern Illinois University, Charleston, Illinois 61920. Reginding August, 1992. Pach 61920. Reginding August, 1992. Pach Hussiness Statistics. Operations Management, Operations Research on undergabinate level; graduate courses in operationate level; graduate courses in operationate prefetted. Research required for all levels of rank. Application to Youts Kathawala. Closing date: February 28, 1992. AA/EOE.

BULLETIN BOARD: Positions available

Division Chairperson

A STATE OF THE STA

The Professional Willing Division is now accepting applications for the senior-level position of Chatrierson. The Chairperson reports to the Offices of the Dean of Faculty and Curriculum and is a member of the President's Council. This is a twelve-month

The Division includes six departments: Commercial Arranging, Composition, Film Scoring, Harmony, Jazz Composition and Songwriting. The Division of less over one hundred different courses by 68 laculty members serving over 300 students enrolled in its various majors. The Harmony, Arranging and Composition departments, additionally, offer required courses for all of the College's 2900 students, including courses in conducting, counterpoint, traditional armony, jazz/pop harmony, arranging and music

Reporting to the division chair are six department chairs, two assistant department chairs and a four-person office staff. As a senior academic loader, the division chair is expected to provide vision and leadership for the college's second largest division The successful candidate's previous experiences and ongoing activity in the writing profession should enable him/her to evaluate the changing demands for writing professionals and relate the impact of those demands to the offectiveness of the division's programmatic offering, establish appropriate goals for the division; develop annual division buriget requests; recruit and maintain faculty for effective divisional teaching, and with the advice of the department chairs and faculty, formulate divisional policies. procedures and standards

The successful candidate must possess solid musical education as evidenced by an earned advanced degree and/or equivalent professional training; dempustrated skills in leadership, management, evaluation and planning in an educational setting, strong and elective communications and interpersonal skills, established credentials as a composer and/or arranger; teaching and/or administrative experience

in a college setting; familiarity with technology as it relates to professional writing; ability to identify and establish appropriate musical and educational direction; a broad stylistic musical orientation; critical understanding and an acceptance of diversity in contempolary (jazz, rock, pop, concert) music forms; and a proven commitment to excellence appropriate for senior-level leadership in a division whose educa tional mission is practical training in arranging and composition for today's professional musician Salary commensurate with qualifications.

Berklee College of Music is a private four-year in skitulion with an aducational mission of practical career preparation in the various styles of today's professional music world. The 300 or more internaally respected laculty work with 2900 students from 75 countries and the US

Please send resume, three letters of recommen-dation and any supportive background materials with letter of application by MARCH 18, 1992 for an AUGUST 1992 starting dats. Incomplete applicallons will not be considered. Women and minorities are encouraged to apply. Send all materials to: Professional Writing Chair Search Committee Dept. C, Office of the Deen of Feaulty. Berklee College of Music, 1140 Boylston Street, Boston, MA 02216. An Equal Opportunity Employer.

EAST TENNESSEE STATE UNIVERSITY

East Tennessee State University announces the following faculty and administrative positions. A state-assisted university, ETSU enrolls more than 12,000 students and consists of nine colleges and schools. The University offers the master's degree in twenty-eight fields, the M.D. the Eti.D. and a Ph.D. in biomedical science. In addition, the University emphasizes interdisciplinary research programs through Centers in Gertatrics and Geroniology, Appala-University emphasizes interdisciplinary research programs through Centers in Gertatrics and Geroniology. Appala-chian Studies and Services, Early Childhood Learning and Development, and Banking. The ETSU main campus is located in a rapidly urbanking area located in the mountain and lake region of Northeast Tennessee.

Unless otherwise noted, appointments are to tenure track positions and will be effective August 15, 1992. All supplicants must demonstrate the ability to communicate effectively in written and spoken English Review of applications will continue until positions are filled. Send vila and names/addresses/phone numbers of four references with letter of application. A detailed position description and list of destred/required qualifications may be obtained by writing the contact person at the P. O. Box listed.

COLLEGE OF EDUCATION

Educational Leadership & Policy Analysis. Assistant/Associate/Professor. Responsibilities include teaching courses in Supervision and Supervision Theory; expertise in Instructional evaluation and ability to develop rapport and work effectively with supervisory staff in public schools required. Dectorate in educational administration and/or supervision required. Review of applications will begin February 1, 1992. Contact: Dr. Charles W. Burkett, Chair, supervision all Educational Leadership and Policy Analysis, P. O. Box 70,550.

Department of Educational Leadership and Policy Analysis, Professor, Responsibilities include leaching under-

Physical Education, Exercise and Sport Sciences. Assistant Professor. Responsibilities include leaching undergraduate classes primarily in the area of motor development and movement experiences for children, developing and teaching graduate classes primarily in the area of motor development and movement experiences for children, developing and teaching graduate courses in specially area, directing theses and independent studies, and assuming role of Coordinator for the MASA Program. Doctorate with specialization in motor development required. Review of applications will begin March 15, 1992. Contact: Dr. Whitfield B. East, Chair, Physical Education, Exercise and Sport Sciences, P. O. Box 70,654.

SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY

SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY

Technology. Rank open. New position in Biomedical Engineering Technology available July 1, 1992. Responsibilities include teaching undergraduate courses in electronics and developing the Riomedical Engineering Technology with the doctorate preferred and option. Appropriate graduate degree in Engineering or Engineering Technology with the doctorate preferred and substantial hands-on experience in biomedical instrumentation required. Candidates should include the equalified to sit for the certification examination as a clinical engineer or biomedical engineering technician. Review of applications will for the certification examination as a clinical engineer or biomedical engineering technology, P. O. Box 70,552. begin immediately. Contact: Dr. Wayne D. Andrews, Chair, Department of Technology, P. O. Box 70,552. SCHOOL OF NURSING

Adult Nursing. Chair/Assistant/Associate/Professor. Requires community involvement, membership in professional organizations, demonstrated leadership abilities, and flexibility. Doctorate in nursing or related field and master's in nursing required. Minimum experience of live years' in nursing education with preference for experience in a university setting; clinical experience required. Review of applications will begin immediately.

university setting; cancal experience required. Neview of applications will begin finitediately.

Faculty to teach in all specialty area. Anticipate additional new tenure-track and non-tenure track position due to expansion and grants. Master's in nursing required; doctorate preferred. Certification as nurse-practitioner desired for expansion and grants. Master's in nursing required and teaching experience preferred several positions: practice options available; experience in nursing required and teaching experience preferred Review of applications will begin immediately.

Additional Temperary Positions which combine teaching and clinical practice as a FNP. Must be eligible for ANA certification as a nurse practitioner and TN prescriptive privileges. Evening and weekend clinics in some positions. Positions contingent upon continued grant and contract funding. Contact: School of Nursing, P. O. Box 70,617.

SCHOOL OF PUBLIC AND ALLIED HEALTH

Assistant Professor/Audiology Clinic Coordinator. Full-time, twelve-month clinical faculty position as audiology clinic coordinator/supervisor. Responsibilities include clinical leaching, professional service, continuing professional development and scholarly activities. Minimum of master's degree, CCC-A, and experience providing diagnostic and treatment services in audiology required.

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Assistant Professor/Speech-Language Pathology Supervisor. Full-time, twelve-month clinical faculty position as a speech-language pathology supervisor. Responsibilities include clinical teaching, professional service, continuing professional development, and scholarly activities. Minimum of a master's degree, CCC-SLP, and experience providing diagnostic and treatment services in speech-language pathology required.

provious diagnostic and treatment services in speech-language pathology required Assistant Professor of Speech-Language Pathology. Responsibilities include teaching undergraduate speech-language courses and graduate courses and supervision in areas of expertise. CCC-SLP, Ph.D. in communication disorders preferred; teaching and/or supervision experience destrable.

Review of applications will begin March 15, 1992. Contact: Dr. Guy R. Lanza, Dean, School of Allied Health, P. O. Box 70,623. All Positions Contingent on State Funding.

East Tennessee State University Johnson City, Tennessee 37614-0002

COLLEGE OF MUSIC

SCHOOL OF BUSINESS ADMINISTRATION DUOUESNE UNIVERSITY

Pittsburgh, Pennsylvania 15282

The School of Business Administration is seeking candidates for an Assistant/Associate Professor fenure track faculty position which will begin in the Fall 1992 semester in the area of MANAGEMENT INFORMATION SYSTEMS

One of eight schools of the University, the School of Business Administration is accredited by AACSB and has an enrollment of more than 550 MBA and 1,000 undergraduate students. The University is located within a len-minute walking distance of downtown Pittsburgh—a corporate headquarters city that has consistently been judged as one of the top ten most hyable cities in the nation.

Candidates with districts analytications or MIS or calated area who have a

Candidates with doctoral qualifications in MIS or related area who have a shong commitment to teaching, research, and curriculum development and service, and who are comfortable with the Mission Statement of the University should send applications and curriculum vitae by March 2, 1992 to:

Richard Bond, Ph.D.
Chair, Quantitative/Economic Department
School of Business Administration
Pitsburgh, PA 15282
412/434-6262

Computer Sciencer Faculty powrtion as oilshie Fall, 1992 to Feach upper-level computer and information science; courses in a
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LANGUAGE ARTS/READING

Tenure track position touching undorgraduate and graduate courses in Language Arts/Reading. Other responsibilities include: advise undergraduate and graduate students; sorve on or chair graduate committees; supervise student teachers; mouster language arts/reading lab experiences in public schools; update language arts/reading curriculum. Documes in public schools; update language arts/reading curriculum. Documes in public school leaching experience of the preferred as well as public school leaching experience. Will consider ABD and compiletion date for dissortation. Rank and enco. Will consider ABD and compiletion date for dissortation. Rank and enco. Will consider ABD and compiletion date for dissortation. Rank and enco. Will consider ABD and compiletion date for dissortation. Rank and enco. Will consider ABD and compiletion date for dissortation. Rank and enco. Will consider ABD and compiletion date for dissortation. Rank and enco. Of OBJ 221. Sureening begins 03/01/62. Send a letter detailing career goals and interest in the position, a résumé, transcripts, and thros references to: Dr. Martha Anne Dow, VPAA, Northern Montana College. Havre. MT 59501. AA/EOE.

Illinois 60466. An AA/EO university which invites applicants from minorities and

Computer Science: Teaure-track faculty conjugate the position beginning August 1, 1992. Bache-position beginning August 1, 1992. Bache-position beginning August 1, 1992. Bache-position beginning accurate form of the position of the positi legis in computer sciencias doctoral students is especially important. Tepure-reck positions for Associate and Asalssam Frogressors for Associate and Asalssam Frogressor should have a strong resort are also open. Applicants for Associate Professor should have a strong research record, preferably in the above-named areas; experience directing doctoral students is desirable. Applicants for Assistant Professor should have a strong interest in research, preferably in the above-named areas. Applicants for all positions should have a doctoral degree in computer acience or a related area. Department SUN, ISM and DEC workstallons about for stodents and faculty and are fully networked, in outdition, the department last acquired a Thinking Machine CM-5. The department and the Mathematical Science Section of the Oak Ridge National Laboratory jointly operate the Advanced Computing Laboratory which includes fully networked Intel IPSC/640, 122 processors; IPSC/2, 64 progessors; two Sequent Balances and a Sequent Symmetry, a Stardent Than with four processors; Cogen; N-Cube; Kendall Square Research machine with 32 processors; and various file aervers. Also, Oak Ridge National Laboratory is acquiring an Intel Peragon. In addition, the department

DIVISION OF NURSING

ASSISTANT/ASSOCIATE PROFESSOR The Division of Nursing invites applicants for a tenure track faculty position in the Nursing Administration Program beginning September, 1992. Qualifications include Nursing doctorate, ning september, 1972. Quantications include nursing doctorate, successful experience as administrator and teacher, and record of scholarship. Review of applications and curriculum vitae will begin February 25, 1992 and continue until the position is filled. Respond to: Professor Erline McGriff.

ACUTE CARE NURSING POSITION

The Division of Nursing invites applicants for a full time, grant supported, non-tenure track training position in the Acute Care Nursing of the Adult Program beginning September, 1942. Responsibilities include clinical training, classroom teaching, advisement and clinical site selection. Qualifications include navisement and connear site selection. Qualifications include master's or doctorate in Nursing and successful experience as clinician and teacher in acute care. Review of applications and curriculum vitae will begin February 25, 1992 and continue until the position is filled. Respond to: Professor Mathy Mezey.

School of Education, Health, Nursing and Arts Professions 429 Shimkin Hall 50) West 4th Street New York, New York 10003

has recently received an NSF Small-Scale Infrastructure Award. The department is part of the National Science Foundation operational; providing technical guidance and Technology center for Reason in Parallel Computing. The University or State Please respond to straightfuc cautained to the mailing address is Department of Computer Science. 10 Ayres Hell, The University of Tonnessee, Knowville, Tennessee 37996-1301. The University of Tennessee is an EEO/AA/Tide Different Computer Science. 10 Ayres Hell, The University of Tonnessee is an EEO/AA/Tide Different Sold ADA employer.

Computer Science/Research: Under seneral direction, responsibilities excompass the research and development of network management tools and other key systems for a distributed, multi-protocol light must be provided by the seneral sold and other key systems for a distributed, multi-protocol bish speed used Security muribers to Indiana Department of Employment and Training Services to make development of a length of the network planning services and software acquirements in the computer Science. 4 years' experience and/or training in UNIX. X-window, and C programming, including the protocol interference with multi-protocol interfere



UNIVERSITY OF **SOUTHERN CALIFORNIA** The School of Education

The University of Southern California (USC) is a private research and leaching university with a commitment to making a significant contribution to professional practice at all levels of effection Founded in 1800, USC is the oldest private research university in the West. It is a major center of learning with over 28,000 students enrolled in degree programs through 18 professional schools, the College of Letters, Arts and Sciences, and the Graduate School, USC is one of only four private AAU universities in the western half of the United States.

The School of Education seeks to make fundamental improvement in re-search practice in education, especially in large, multicultural metropolitan areas. The School has an OCRI-funded research center and numerous re-search officers efforts to improve practice and policy in education. The Orvi-sion of Corrections and Teaching seeks two faculty members for tenure-frack positions beginning September 1, 1992.

SCIENCE EDUCATION—Assistant Professor

Qualifications: Earned doctorate in relevant discipline, extensive science training: successful teaching experience in elementary or secondary school school programs: familiarity with curricular reforms in science education, especially in pre-collegiate education, demonstrated research competence in area(s) germane to science education.

Responsibilities: Teaching in the University's evolving science education and leacher education and leacher education/master's degree programs (graduate and undergraduate): participation (at least 40% time) in the elementary school is ience teacher education funded programs; developing line(s) of research which hold promise for improving the scientific understanding of America's children and youth, and participation with others clear eacher does not be development of the \$77 million science museum-school project which will Include the design and operation of a research for the design and operation of a research for the first state. sign and operation of a professional practice school for science educators. Applications: Send letter of application, curriculum vitae, and names/phone numbers for three recommendations to Professor David Marsh, 702 VPH, USC, Los Angeles, CA 90089-0031. Review of applications to begin March 15, 1992 and continue until search is completed.

READING/WRITING—Assistant Professor

Qualifications: Larned disctorate with specialization in reading/writing, han-gange/ideracy; successful teaching experience in public schools; familiarity with curricular, multicultural, and bilingual Issues; research competence in

Responsibilities: Teaching undergraduate and graduate courses in teacher education and in master's and doctorate degree programs; developing to-cused research in specialization; seeking funding for enhancing research and application in specialization.

Applications: Send letter of application, curriculum vitae, and names/phone numbers for three recommendations to Professor Johanna Lemlech, 1002 WPH, USC. Los Angeles, CA 90089-0031. Review of applications to begin March 15, 1992 and continue until search is completed.

USC is deeply committed to a policy of opportunity/affirmative action in employment.

Dept. of Communication Arts Faculty Positions

COMMUNICATION STUDIES

Assistant Professor, tenure track position beginning September, 1992. Seeking a dedicated and experienced reacher/scholar to teach/advise undergraduate and graduate communication in communication theory and research, history of communication and culture, media criticism, new technologies and global communication. Qualifications: doctorate in communication/media studies evidence of execution description. on/media studies, evidence of successful teaching and

SPEECH COMMUNICATION

Assistant Professor, tenure track position beginning September, 1992. To teach courses in public relations, conflict resolution, psychology of communication. Qualifications: doctorate in speech communication or related field; outstanding record in teaching, professional service, public relations, and ability to publish.

Send application letter, vita, official copy of graduate transcripts, and names of references by March 1, 1992, to:



Dr. Deborah Borisoff, Search Committee Chair Dept. of Communication Arts School of Education, Health Nursing and Arts Professions 239 Greene Street, Room 735 New York, New York 1903 New York, New York 10003

NYU encourages applications from women and members of minority groups.

Assistant Professor, Soil Microbiologist/Biochemist

An excellent opportunity to develop a collaborative program with scientists in plant physiology, ecology, environmental engineering, plant physiology, or soils. 12-month tenure track position, 25% teaching and 25% research. Responsible for two courses in subjects such as soil or environmental microbiology, soil organic matter, or plant-microbiologists and particular suddients. Responsible for research in areas such as trace gas production, chemical degradation, plant-microbe relations, or carbon cycling within the rhizosphere. A Ph. D. in soil microbiology or a related field. Dissertation as exercit must be in organized functions footbased and exercitions. tions, or carbon cycling within the rhizosphere. A Ph.D. in soil microbiology or a related field. Dissertation research must be in organism function in soils. Experience with genetic techniques, and also a demanstrated ability in orat and written communication in English required. Demonstrated ability in teaching and research preference. Post-doctoral experience, experience with isotope techniques and analytical instruments desired. Compelline safary and excellent benefit package. Closing date is April 7, 1992, or until a suitable candidate is found. Send letter of application, transcripts, and have three fetters of reference sent to Dr. Lynn M. Dudley, Cheir, Screening Committee, Dept. of Plants, Soils, and Biometeorology, Utah State University, Logan, UT 84322-4820, Applications from women/minorities strongly encouraged. Utah State U is an AA/EOE & IRCA Employer.

Computer Services: The Department of Computer and information Science of the University of Arkanasa at Little Rock in vilex applications for the position of Computer Laboratory Manuser, beginning in July 1992. Candidates must have at least a Rachelor's degree, experience in: a networked computer environment, and excellent verbal and interpersonal skills. The person in this position will provide surport for oil phases of computing within the Department of Computer and Information Spicuce including; system administration of a UNIX-based PC-network, supervision of tudent laboratory aides, installing and

Rochester Institute of Technology School of Printing Management and Sciences

THE MELBERT B. CARY, JR. PROFESSORSHIP IN GRAPHIC ARTS

The School of Printing Management and Sciences of the Rochester Institute of Technology invites nominations and applications for appointment to The Melbert B. Cary, Jr. Professorship in Graphic Arts. While a graduate degree is preferred, consideration will be given to candidates with a B.S. degree who are able to demonstrate extensive involvement in fine printing, typography, printing history and related fields. Prior teaching experience is desirable but not essential. We prefer candidates with an ability to contribute in meaningful ways to the College's commitment to cultural diversity and individual differences.

Duties include leaching, advising and working with the curator of the Cary Graphic Arts Collection on collection development, planning for and coordi-nating of the annual Goudy Memorial Lecture, and advancement of the awareness of and appreciation for the art of printing.

RIT enrolls 9,000 full-time and 3,000 part-time undergraduate students and 1,500 graduate students. The school has 400 undergraduate and 40 graduate students and a full-time faculty of 1.7. In addition to its international reputation, the school provides excellent lab facilities and technical assistance to support instruction. Appointment is normally for two 12-month terms with the possibility of re-appointment up to a maximum appointment of five years. Salary and benefits commensurate with a high-level professional appointment. ndividuals interested in this position should submit a letter of application and

Professor Werner Rebsamen School of Printing Management and Sciences Rochester Institute of Technology P. O. Box 9887 Rochester, New York 14623-0887

Medcenter One Coilege of Nursing

FACULTY

Medcenter One College of Nursing is seeking faculty to teach in our research-based curriculum. Medcenter One College of Nursing is an NLN-accredited Baccalaureate program. The college offers a curriculum leading to the degree Bachelor of Nursing Science (BNSc) in preparation for research-based nursing practice.

Prefer experience in Baccalaureate education, all specialities considered. Committed to ongoing research. Master's in nursing required; doctorate preferred. Salary negotiable; attractive benefit package. Community environment conductive to family living. Please send vita, unofficial graduate transcripts, and names, addresses and phone numbers of three references to:



Chair of the Search Committee Attn: Human Resources Department Medcenter One 300 North 7th Street Bismarck, ND 58501

medcenter one

Equal Opportunity Employer

Transpersonal Psychology

The Institute of Transpersonal Psychology invites applicants for a full-time Core faculty position (assistent or associate rank) to be filled effective Soptember, 1992. Primery responsibilities will be in the External division, which offers MA degrees and non-degree Certificates. Duties include: regional intensives within the U.S., work with individual students and faculty, teaching and intermship and dissertation supervision in ITP's External and Residential programs (Ph.D. & M.A.). Applicants should have a firm commitment to an educational philosophy that focuses on whole-person learning. Required: Ph.D. degree, research and scholarship interests, background in transpersonal psychology, and expertise in an area of ITP's curriculum; e.g. organizational development, spiritual studies, hostit psychology, clinical/counseling practice or creative expression. Experience in distance education and/or computer conferencing skills proferred but not required. Send letter of application, vita, and three references to Dr. Robert Schmitt, Academic Dean, ITP, 256 Oak Grove Ave., Menlo Park, CA 84025. ITP is an AA/EO Employer.

The University of Arkansas at Little Rock is an Affurmative Action, Equal Opportunity Employer and actively seeks the candidacy of minorities and women. Under Arkansas law, all applications are subject to disclosure.

Conference Planning/Education Director of Education-Meeting Plannera International seeks top calibre director of education. Graduate education deerre, knowledge of capetinas industry, enterprineurial experience preferred. Proven experience in directina educational programs at all levels, developing new curriculum, advancement of innovative learning techniques required. Responsible for variety of conferences, seminars. Available immediately, Mail resume as a salary requirements to Edwir L. Griffin, Jr., CAE, at 1950 Stemmons Proway, Suite 5018, Dallas, Toxas 75207-3109.

Continuing Education: University of California Extension, Continuing Education Specialist—Programs in Engineering Engineering Management and Business. University of California Berkeley Extension invites applications for the rotation of Continuing Education Specialist for Programs in Engineering, Engineering Management and Business. South Bay Program office, Menio Park. University Extension is the self-supporting Continuing Education department of the University of California at Berkeley and receives no funds from the State of California, incumbent in this posi-

tessonals in general fields of engineering and business, including such areas as elvid engineering, electronic engineering management, industrial engineering endineering and operations research, manufacturing technology, mechanical engineering, accounting, finance, human resource development and general management; and implementing continuing education courses, certificates and short study programs to meet those needs. Work with UC faculty, other spectalists, and with practicing professionals to develop new curricule and courses; and with organizations to develop in-house and co-sponsored programs. Administrative duties include supervising course support staff. Candidates must have the following qualifications: graduate degree, preferably in engineering or a related field with some background in business; at least one year in a possion with administrative or supervisory responsibilities, preferably in an ecademic nating; experience in marketing planning; andiny and in writing; experience related to teaching addor making public presentations; shilly to work well with individuals with diverse backgrounds and interest; and eccellent organizational skills sufficient to administer a minimum of approximating of administer a minimum of approximating 50 educational programs each term.

DEPARTMENT OF CHEMICAL AND NUCLEAR ENGINEERING

The Chronicle of Higher Education • February 5, 1992

University of New Mexico

CHAIRPERSON

Applications and nominitions are invited for the position of charperson and professor of the Chemical and Nuclear Engineering department. The department has an active and rapidly expending graduate education and resourch component which complements its tradition number graduate education. The department of fore BS, MS, and PhD, degrees in both Chemical and Nucleur Engineering, Last year, the 17 faculty authored more than 75 referend publications, supervised over 80 graduate students, and generated approximately \$3.1M in sponsored research. The department houses the interdepartmental UNW NSF Center for Micro-Engineered Coronnoc and the Institute for Space Nuclear Power and is directly affiliated with University research organizations including the Center for High Technology Metarials and the DDE-supported Waste Education and Research Consortium, Major thrusts within the department include advanced materials, space nuclear power, radiation protection, and waste management. The recent success of the department has been enhanced by close interactions (sharing of staff, equipment and laboratories, joint research programs, teaching, research funding, etc.) with New Mexico's faderal laboratories (to Alamos, Sandia, the Air Force's Phillips Laboratory) and high technology industry (Intal, Motorole, etc.).

and high technology industry (Intal, Motorola, atc.).

The department seeks an active researcher with proven teaching skills to provide leadership for its continued expansion and growth in excellence. The successful applicant must have a previous record of teaching and research excellence, hold an earned doctorate in chamical or nuclear engineering or related fields, and demonstrate proven leadership and administrative skills. Preference will be given to the candidate who is technically able to interact with at least one of our research thrust areas. Please send your application with detailed resume and names of four references to Prof. Nasir Ahmed, Charman of Search Committee, Department of Chemical and Nuclear Engineering, University of New Mexico, Albuquerque, NM 87131. Applications will be accepted until the position is filled but should be submitted by April 1, 1992 for best consideration. New Mexico has a rich and varied culture and representatives of all minority groups are encouraged to apply. and representatives of all minority groups are encouraged to apply. The University of New Mexico is an equal opportunity, effirmative ex-

THE COLLEGE OF ST. SCHOLASTICA

THEFT THE CONTROL OF THE PROPERTY OF THE PROPE

Elementary Education Generalist

The College of St. Scholastica scoks an Elementary Education Generalist with an earned doctorate in coloration for a tenure track position. Rank is commensurate with quadrications; salary is competitive. (Consideration will be given to a strong cardiclate whose dissertation completion is imminent)

An applicant should have successful elementary teaching experience should be uninvative and creative, and demonstrate good communication skills. We are sucking a team player who will be able to work well with collegues in undergraduate program redesign. I spective to science/math and/or social studies is desirable, but not required.

Direct duties will are linter supervision of student teachers, general mehods courses, and curriculum development. The opportunity for some graduate teaching is possible

St. Scholastica, a conducational, Renedictine college with an enrollment of 1,950 traditional and mon-traditional students, seeks to integrate liberal learning with professional preparation. Underly, NN, for acciding the shore of take Superior, serves as a regional medical and retail center and is located in one of the individual mode beautiful vacation areas.

Send letter of application, vita and references for Dr. Larry Goodwin Dean of Faculty The Cullege of St. Scholastica Duluth, MN 55811

Central Oregon Community College INSTRUCTOR/ASSISTANT PROFESSOR OF ENGLISH

Two positions available; one with emphasis in college writing; one with emphasis in basic writing and college composition courses. Both may include other sections in non-Western literature, thetoric, linguistics, deinclude other sections in non-Western literature, rhetoric, linguistics, developmental writing, etc. QUALIFICATIONS: Master's in English or closely related discipline is required; P.D. or recent ABD preferred. Other qualifications or experience equivalent to those required will be considered. SALARY: \$27,800-\$34,100 (9-month, probationary, faculty appointment). Positions begin September 1992. A complete application file is required by April 1, 1992. For required application and further information, contact The Human Resources Office, CENTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend, OR 97701; (503) 385-5513. EEO/AA.

Knowledge of contempurary issues in technology and bysiness is expected, as well as knowledge of the San Francisco Bay Area industrial and business community. Salary: \$33,900-\$45,400 with excellent benefits. No removal expenses available. This is an annually renewable non-senate academic appointment. Send résume by March 9, 1992 to: Personnel Services, University of California Extension. 2223 Fulton Street. Berkeley, California 94720. AA/EEO employer.

Specialist — Programs in Alcohol and Disa Abuse Studies, Psychological Counseling and Science. University of California. Berkeley Extension invites applications for Specialist in Alcohol and Ding Studes courses for mental health professionals, and science, Position works under apperture and science, and plays key role in evaluation of Alcohol and Drug Abuse Studes training and plays key of the resultant of Alcohol and Drug Abuse Studes training and plays key of the resultant plays and plays key of the resultant plays and plays key of the resultant plays and plays and student plays and plays and plays are sponsible for developing new courses for mental feather received and plays and plays are professionals and biological/physical advences. Develops new program great by working with outside institutions and with

BULLETIN BOARD: Positions available

INDIANA UNIVERSITY AT SOUTH BEND

Social Work Faculty Positions

Vana University at South Bend invites applications for the following consists which it expects to be available July 1, 1992. Program Purector
 Practicum Coordinator

Tiese will be tenure-track positions within a Master of Social Work program be initiated on the South Bend campus in competation with the It Shed of Social Work. The program is fentatively salustuded to enroll indents beginning in Fall, 1942.

sedents beginning in Fall, 1992.

Religiblity will be twelve-month appointments with some administrate duties as well as teaching and research expectations usual torside duties. Salary is competitive and benefits excellent.

Quilifications: For both positions, candidates must present an MSW segre or a CSWE-recognized equivalent, at least two years, post-degree ratice experience, and an earned doctorate in social work or a telated field Teaching experience is highly destrable. In the case of the Program Daytor, appropriate administrative experience or demonstrated potentials.

edwill also be required.

(958), the third largest of Indiana. University's 8 campuses, is located in 1958, the third largest of Indiana, about 90 miles east of Chicago. The campus proades undergraduate and master's programs to nearly 8,000 traditional and undergraduate and master's programs to nearly 8,000 traditional and undergraduate and master's programs, in a period of growth, with 1660 programs, increased enrollments, and expanding physical plant. Application Procedure: Send a letter of application and curriculum vitae

Ellen J. Maher Assistant Vice Chancellor for Academic Affairs Indiana University at South Bend P. O. Box 7111 South Bend, IN 46634

Spening of applications will begin at once and will continue until the politins are filled. Applications received after March 10, 1992, cannot be swied of consideration. Women and minorities are especially encouraged to apply. Indiana University is an equal opportunity, alternative after employer.



University of Pittsburgh

8CHOOL OF LIBRARY AND INFORMATION SCIENCE DEPARTMENT OF LIBRARY SCIENCE

FACULTY POSITION

The Department of Library Science of the School of Library and Information Science is seeking applicants for a tenure track teaching and research position. The School is looking for a faculty member qualified to teach courses in the area of technical services is ill formation, networking, classification, and teathoging. The School tests a colleague who can direct doctural research and provide tests a colleague who can direct doctural research and provide tests and provide the organization of information in diverse networked to the organization of information in diverse networked

Quiffestions include an earnest decreate and a master suspen-from an Al-A accusified program or equivalent degree, demonstrated excellence in teaching, a recent of excellence in means and publication, and knowledge of professional library pactors. Relevant professional experience in technical services and ations include an extrued decrease and a master's degre oful record of securing granes are highly desirable

dary and rank are negotiable. The University is prepared to some and rank are negotiable. The University is prepared to appoint the level of Anota tain Profession to Profession depending on experience and qualifications. Professed stating slate is Sponder 1992. Please rand results and representative publications and arrange to have three letters of reference sent to Dr. Sara Fine, Chair, DLS: Faculty Search Committee, School of Library and Information Scionce, University of Pinsburgh, Pinsburgh, PA 15260. Relevant majorials should be submitted no later than April 1, 1992.

The School is particularly interested in applications from intentity and women candidates. The University of Phisburgh is an Equal Opportunity/Affirmative Action employer.

Wallace Gilroy Chair in Nursing

The School of Nursing limites applications and iteminations for the Wallace City Chair in Nursing The Chair will be awarded in 1992-1993 to a person with a distinguished record of teaching, research, and practice. The appointment will include teaching and research in an area of nursing expense.

The Giray Chair is available for a term appointment Salary is commensu-tate with education and experience. Applications will be accepted until the Clair is filled.

Candidates, or those wishing to nominate candidates, should send a cover letter, curdiculum vitae, and a list of three references to

Dr. Diane Horner, Dean School of Nursing P. O. Box 016960 (D2-5) Miami, ft. 33101

Equal Opportunity, Affirmative Action Employer

in privic beach and accomific communities of the include supervising assistant, hirrog spaniors, scheduling courses, fiscal planians, budget energight, and masketing familiary or related field and expenence in psychological or alcohol and drug abuse conscient, Required skills include written and verbal conscience, Required skills include written and verbal continuous long, one year of expensions in a position with supervisory remonability, and organizational experience of the principal programs a semester. Experience developing carrierula in a financially self-uporting caviranna in a financially self-uporting caviranna preferred. The pushon ha for Senate academic position areas soon as passible. Annually research 1998 and 28 excellent benefits. No inter-

Measur reminal expenses are available bendre-arrety Marcha, 1992 in Personnel Manuger, 13C. Extension, 2223. Folton Street, Berkeley, California 94729. Add

Commeling: Sakool Counceling Tenure track appointment at Pembrake State University, a conditional matifulion of the University of North Carolina, beginning Fall Seneyter, 1992. Teach master's level courses in victoria and agency counciling and ondergraduate courses in psycholosy formed doctorate in counseing required. Applicate most be certified or highle to be certified as North Carolina School Counciling and these a demonstrated commitment to a believed program of teaching research, and service. Rank and salary research, and service.

UNIVERSITY OF IDAHO **College of Education**

Elementary Education: Open mak to teach Children's Literature and Elementary Language Arts in the Division of Teacher Education. Primary responsibilities are teaching undergraduate and graduate courses in children's literature and skyntelling and assisting with undergraduate or graduate elementary language arts method courses. Qualifications Required: Doctorate with emphasis in children's liter altine or closely related area of elementary language aris or demonstrated successful teaching experience in children's literature. Verifi-tible experience with writing within elementary language aris, successful teaching experience in elementary grades, and potential for conducting research and creative activities as well as advising graduate and undergraduate students.

To Apply: A letter explaining how the candidate fits the position: a vitae or resume; transcripts of graduate work (student copies acceptable): three current reference names with office telephone numbers: examples of scholarly writing as presentations (optional). Closing Date: l'ebruary 28, 1992 or until a sultable candidate is Send To:

Dr. Richard I., Garcia Children's Literature Search Division of Teacher Education University of Idaho Moscow, ID 83843 For Additional Information:

Jane Baillargeon Administrative Assistant 208-885-6587

Position in Hindi/Urdu **Department of Middle East** Languages & Cultures, Columbia University

Subject to approval of funding, the Department of Middle East Languages and Cultures invites applications for a lecturer position in the Hindr/Urdu language. This position is for one year with a possible renewal for an additional year but not beyond that. Applicants must have extensive experience in teaching language and training in ACTFL methods is preferred. All those wishing to be considered should send a curriculum vitee and supporting documents to:

George Saliba, Chairman Middle East Languages and Cultures

602 Kent Hall

Dandline for application: March 15, 1992 Columbia University is an Equal Opportunity, Affirmative Action Em-



TEMPLE UNIVERSITY School of Communications

Temple University incites applications for a tenure track assistant/associate professorship heginning Fall, 1992. Mass communications with experitse in one or more of the following areas: research methods, quantative methods, media studies, broadcast journalism. Ph.D. (or ABD) required. Professional experience destrable. The person chosen will teach both undergraduate and graduate courses. Please send letter and resume to:

Dr. Norman Felsonthal, Chair, Personnel Committee Department of Radio-Television-Film, Temple University, Philadelphia, PA 19122

Applications will be accepted through Feb. 21, 1992 or until position is filled. Temple University is an Equal Opportunity, Affirmative Action Employer.

commensurate with qualifications. Send letter of application, vita, graduate transcripts, and three letters of recommendation to Dr. Ray V. Beatty, Psychology Department, Permbruke, State University, partment, North Carolina 28372-1510. Permbruke, North Carolina 28372-1510.

Counseling Clinical Psychology: Clemson University Counseling Center is seeking applicants for a counseling generalist posi-tion to provide full range of counseling and University of a counsaling ameritals position to provide full range of counseling and
therapy including group counseling, outreach programming, crisis intervention,
psychological assessment, and applied respected. (Justifications include docturate for
AUD) from designated counseling or clinicountries of the program and license eligitisting in South Ceruban. Counseling centertenting appointment, full-time. 12month powion beginning after July 1: salamonth powion. Counseling Center, Clemon
Committee Counseling Center, Clemon
University. Clemson, South Carolina
University. Clemson, South Carolina
University. Clemson, South Carolina
illed. Clemson University is an equal opportunity employer. Qualified women and
prinority candidates are encouraged to spoply.

Smith Colleges inrivate, coordinate liberal arts colleges in upstate New York currently has an opening for a staff Psychotheraphy. It.e. Clinical/Counseling Psychotheraphy. It.e. Clinical Social Worker, or other qualified mental beath professionals in their Counseling Center. Responsibilities include: Individual and group counseling, crisis intervention, outreach activities and consultation to other campus programs. Position is ten-months, benefits eligible and begins August 15, 1992. Psychodiagnostic and assessment ability, knowledge of psychopharmacquay required. Eliability for licensure in New York State, experience with yuting adults, women's and/or multiculural lisses and programs desurable. Apwith youing abusts, without the programs desirable. Applicants with three years' or more postpreduct experience will be considered for
graduate experience will be considered for
associate Director of the Counseling Center. Candidates interested in applying for
this position should submit vitae, letter of
this position should submit vitae, letter of
the considered for the counseling Center. Hobert and William
Counseling Center. Hobert and Cente

Akron

Assistant Professor School of **Home Economics** and Family Ecology

The University. The University of Akromisa large, urban institution located in Northeast Ohio. It is the third-largest state-assisted university in the state, enrolling nearly 29,000 students at its main campus. The School. The School of Home Economics and Family Feelings includes 22 full-time, tensive-track faculty, offering the RA, and M.A. in three divisions (child and family development; marition. dietetics, and food science; and clothing, textiles, and intenuts). The school is multidisciplinary, focusing on health and welfare issues relating to the family and the near environment.

Position. The tenure-track position of assistant professor in the child division with a focus on child life will be available full semester 1942. Responsibilities. Applicants should have advanced reaching skills in both theoretical and clinical undergraduate—and graduate-level courses, to include content in the area of child development and hospitalizedful child. The position also requires clinical supervision of child life students, and service on school, college, and Univer-

Qualifications. Completed doctorate in child development or closely related field. Certified child life specialist preferred. Demonstrated excellence in college teaching, research, publications, and service to the university and community.

Rank and Salary. Commensurate with academic preparation and andessional experience.

Applications. Send letter of application and credemials to: Helen K. Cleminshaw, Chairperson, Search Committee, Family and Child Development, School of Home Economics and Family Ecology. The University of Akron. Akron. OFI 44325-6103. Credentials should The University of Akton, Akton, Ort 44525-6103. Caredentials should include vita, three letters of recommendations, samples of recempublications or papers, and transcripts of academic work. Application deadline is March 20, 1992, or until position is filled. The University of Alexen is an Equal Education and Employment Institution

Skidmore College invites nominations and applications for the endowed F. William Harder Chair of Rusiness Administration. Skidmore seeks a person of distinguished achievement in senior-level corporate management who can contribute actively and imaginatively to an ment who can contribute actively and imaginatively to an innovative undergraduate business management program within a liberal arts college. The successful candidate will teach a variety of courses particularly those in the area of policy including the capatione Business Policy course, participate in the development of the professional program, and maintain and broaden Skidmore's contacts with leaders of the business community. Prior teaching appearance or controlled the speciality desirable. The experience or equivalent especially destrable. The appointment is for a three-year term beginning September 1992 with two additional years negotiable.

Skidmore is a highly selective, residential coeducational liberal and college of 2,100 students, located in a charming cultural and reson city in the footbills of the Adirondacks. Application review will begin March 9, 1992. Please reply with letter of interest, current resume and the names of three references to: Phyllis A. Roth, Dean of Faculty, Skidmore College, Saratoga Springs, NY

12866-1632-Skidmore College is an equal opportunity/affirmative action employer. Women and minority group members are especially encouraged to apply.



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INSTRUCTOR/ASSISTANT PROFESSOR OF READING

Provide instruction of transfer and developmental college reading courses. QUALIFICATIONS: A Master of Arts degree in Reading or related field is required; graduate work beyond the MA is preferred. Special training in reading instruction is essential. SALARY: \$27,800.\$34,100 (9-month/year, probationary, faculty appointment). A complete application file is required by April 3, 1992. For required application and further information, contact The Human Resources Office, CENTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend. OR 97701; (503)385-5513. EEO/AA.

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ible extent of interest in one or more of the areas of minurity concerns, teaching, howeling Center, Hobert and William South Carulans. Coanseling center coanseling Center, Hobert and William South Carulans. Coanseling center coanseling Center, Hobert and William South Carulans. Coanseling Center, Hobert and William South Carulans. Coanseling Center, Hobert and William South Calleges, Jeneva New York 14456; Smith Colleges, Jeneva New York 14456; Smith Colleges, Geneva, New York 144

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RULLETIN BOARD: Positions available

DANVILLE COMMUNITY COLLEGE

Audity Positions - Employment Date: Aug. 10, 1992
AUTOMOTIVE TECHNOLOGY: Instructor and advisor for diploma confeion, leading basic automotive courses, electrical systems, transmissions,
spendon systems, fuel systems and engine diagnostics. Requires associate
legger or equivalent and minimum of six years, to consider associate
scaled of degree, teaching experience, and ASI: Master Mechanic Certificatrappelened Deadline. April 17, 1992.

responence Described Application of the Property of the Proper

DESCRIBE MERCH TO, 1772.
CENTER FOR BUSINESS, INDUSTRY AND GOVERNMENT (C-

CENTER FOR BUSINESS. INDUSTRY AND GOVERNMENT (CBIG: Coordinator/instructor for training programs, courses, weakshops and
senting. The nine-month position is 40 percent coordination and (of) percent
setting Master's degree in business or related field, with 18 graduate hours
a the teaching field. Doctorate preferred Experience in teaching adults, in
secting Total Quality Management (TQM) and in coordinating training pregrams Deadline April 15, 1992.

BUSING DOMESTAL DEADLING AND

grams Descure open to 1776.

DEVELOPMENTAL READING AND ENGLISH: Feach courses in read-

DEVELOPMENTAL READING AND ENGLISH: Teach courses in reading improvement, spelling, vocabulary, and prejaming for college writing Serve as lead faculty member for developmental reading. Master's degree in reading or adult learning with at least 18 semester hours in the teaching field. Has have experience and academic preparation in reading skills and remodiation for adults. Deadline: March 1n, 1992.

ion for adults. Deadline: Peter 111, 120 per and advisor for diploma and industrial safety, ineclanical maintenance, electricity, electronics, programmable controllers and hydraulics and prematics. Associate degree or equivalent and a minimum of six years consistent experience in industrial maintenance or related field required consistent experience in industrial maintenance or related field required consistent. Deadling, April 17.

occupational experience in industrial maintenance or related near require Bachelor's degree and teaching experience preferred. Deadline April 1

NACHINE TECHNOLOGY: Instructor and advisor for diploma curriculum

MACHINE TECHNOLOGY: instructor and anvisor for diploma curriculum leach courses in machine techniques, precision measurement, and computer numerical control programming. Associate degree or equivalent and a mini-mum of six years' occupational experience in the machine technology field required. Bachelor's degree and teaching experience preferred. Deadline April 17, 1992.

MATHEMATICS (two positions): (1) Teaches all levels of mathematics. Mater's degree with at least 18 graduate semester hours in mathematics regulard. Doctorate preferred. (2) Primary instructor for developmental costs. Master's degree with at least 18 graduate semester hours in mathematica Must have experience in mathematica Must have experience in mathematica.

NURSING: Teaches courses in one year practical musting certificate program Bachelor's degree in nursing required. Master's degree preferred. Deadline Mach 16, 1992.

OFFICE SYSTEMS TECHNOLOGY: Instructor and advisor for associate

degree and certificate curriculums. Teaches type-centuring, shouthand, communications skills, office procedures, wond processing, spreadsheast and deaktop publishing software. Bachelor's degree in business education or office occupations related field. Master's degree preferred. At least two years, occupational experience, Deadline, April 1, 1992.

DIRECTOR OF LEARNING RESOURCES CENTER: Supervises library. Laming Assistance Center and audio visual services. Complete implementa-for of a library automation system and expaind computer applications. Mas-in's degree in library or information science from an ALA accredited school. Three years' expensions in a solution to the content of the Accredited school.

Badine March 16, 1992. Employment date skuly 1, 1992

paging: March 16, 1992. Employment date July 1, 1992.

COORDINATOR OF INSTITUTIONAL RESEARCH AND ASSESSMENT; Direct the College's efforts in assessing the effortweness of all programs and services. Facilitate much describinary research and assessment
among toolby. Assist the Dean of historicans and Student Development in
promoting excellence in academic and student services programs. Requires
the academic preparation to order to teach to a discipline offered at the
College Deadline. March 16, 1992. Employment date April 1, 1992.

Sind letter of amplication, advanced, produced transported and three members.

Said letter of application, adsume, unrollicial transcripts, and three written professional recommendations to Mrs. Brenda Calego, Danville Community College, 1008 South Main Street, Danville, VA 24541

An Equal Opportunity, Affirmative Action Institution

Administrative Positions

Danville, Virginia

Saulty Positions - Employment Date: Aug. 16, 1992

CHAIR

Department of Education SOUTHERN CONNECTICUT STATE UNIVERSITY

Applications and nominations are invited for the position of Chairperson of the Department of Education at the rank of Associate Professor. Southern Connecte at State University, the largest teacher preparation institution in the state of Connecticat, offers both undergraduate and graduate certification, as well as graduate depress at the master's and sixth year level. The University is situated in New Haven, a stimulating urban and cultural contert of Long Island sound. Expectations for the Position

Expectations for the Position

The Chair is expected to exercise collaborative leadership and work with faculty as they implement newly revised leacher certification programs on both the undergraduate and graduate levels; exhibit strong interpersonal skills with the ability to develop a community among a diverse faculty, staff, and student body; promote an almosphore in which faculty are encouraged to achieve their highest potential; ommunicate charty with faculty, administration, staff, students, and the public school community.

Considerations.

Qualifications

Quantications that hold no named doctorate in education; show documentation of publication and research proficioncy, possess administrative ability; have teaching proficioncy in a locations are of the elementary education program; and show evidence of broad knowledge of carriculum and instruction at the elementary school level and in the

The solary is negotiable at the reak of Associate Professor and subject to availability of funds in position. The anticipated starting date is fall somester 1992. This is a full-time, tenure track position. Application Procodure

Sond letter of application: full curriculum vitae, with official transcripts of all academic work; and three letters of recommendation by March 2,

> Dr. Carol Shea Chairperson of Personnel Committee Department of Education Davis Hall Southern Connecticut State University 501 Crescent Street New Haven, CT 00515 A A ÆOR



FACULTY POSITIONS

MireCosta Community College District, located in North San Diego (CA) County, is recruiting for full-time instructors for the users.

ENGLISH AS A SECOND LANGUAGE (ESL), closing date 3/5/92 MANUFACTURING TECHNOLOGY INSTRUCTOR, closing date 3/5/92 RESPIRATORY THERAPY TECHNICIAN INSTRUCTOR, dosing 3/12/92 MATHEMATICS INSTRUCTOR, dosing date 3/12/92

> For more information contact: MiraCosta College, Director of Personnel One Barnard Drive, Oceanside, CA 92056 (619) 757-2121, job line extension 8071 An application and position description will be sent to you.

MiraCosta College is an equal employment opportunity and affirmative action employer and seeks to enhance its staff diversity by specifically inviting and encouraging qualified minorities and women to apply.

Colminal Justico: The University of South Carolian-Aiken seeks applicants for a full-line, tenure-track faculty position teaching criminology/criminal justice courses beginning August to, 1992. Rank open. USCA is a four-year campus of the University of South Caroline System. The Department of Sociology. Which currently includes four full-time sociologists, offers both the A.S. in Criminal Justice and a B.A. in Sociology with a concentration in criminology. Usual teaching Joad is 12 hours not semester. in Chimnal Justice and a B.A. in Sociology Wasia tracking Joad is 12 hours per semester. Summer teaching is a possibility, Ph.D. in Sociology preferred, but Ph.D. in Criminal Justice will be considered, Applicants must send a fetter of application, vita, and names and addrasses of three references to Dr. Trudy K., Henspa, Chair: Department of Sociology, University of South Carolina-Alacn; 171 University Parkway: Alken, South Carolina-2000 by March 1. Letters of reference, avidence of teaching effectiveness and of scholarly productivity or potential will be requested from candidates after an initial screening. Position contingent upon funding. USCA is an AA/EO Employer.

Curriculum: Assisiant/Associate Professor, tonure-irack, Department of Educational Leadership, Miami University, Oxford, Ohlo. Appointment for August, 1992. Teach primarity graduate courses in curriculum and supervision, coordinate interosphis, conduct research, and supervise doctoral dissertations. Evidence of earned doctorate, experience in elementary/secundary schools in curriculum development and supervision, record of or potential for scholarly research, ability to courribute to the diversity of the department. Serening will begin on March 6, 1992. Send letter of application, viat, letters of recommendation, evangles of writing articles/papers, and evidence of teaching abilities to Dr. Dennis Cartson, Department of Educational Leadership, Miami University, Oxford, Ohlo 45076. Miami University is an Affirmative Action, Equal Opportunity Employer.

of applications is April 30, 1922. Aftirmative contents of the extension 8071

description will be sent to you.

In the extension state of Applications and properties and the extension of the professional state of the state of Arkansas. Specific work assignments will include population and related manpower and socio-economic analysis, construction of county-level population and related manpower and socio-economic analysis, construction of county-level population and related manpower and socio-economic analysis, construction of county-level population estimates and projections. This organization is a participant in the federal-state cooperality apporting the propriate the personal skills, an appropriate Ph.D. degree is required. Candidates with appropriate experience on mearing completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on carries completion of the Ph.D. may be considered but appointment will be dependent on qualifications. Benefits including in Science and Educations to Dr. Forrest Polard, Committee Chair. Arkansas institutes of Proposal writer with specialization in federal funding in Science and Education in the carries of the degree of the degree of the degree of the degree of the proposal writer with specialization in federal funding in Science and Education to the proposal standard proposal propos niled. Mall applications to: Dr. Forrest Pol-lard, Committee Chair, Arhansas inathre for Economic Advancement, University of Arkanass at Little Rock, 2801 South Uni-versity Avenue, Little Rock, Arkanasa 72204. The University of Arkansas at Little Rock is an equal employment, affirmative action employer and encourages applica-tions from women and minorities. Under Arkansas jaw, all applications are subject to disclosure.

Development: Director of Philanthropic Development. St. Bonaventure University invites applications for the position of Director of Philanthropic Development. We seek a talented professional to provide leadership and direction to all fund-raising programs. Considerable amount of time will be spent traveling and working with volunters and denores. The Director reports to the Vice President for University Relations and serves as a member of the development staff with allied responsibilities. Candidates thould have a backelor's degree, a record of professional accumplishment and at least three (2) years' experience in university find raising or similar, related experience. Excellent interperson-



FRENCH

One Assistant Professor position beginning August, 1912. We seek a promising scholar and embusiastic teacher using the communicative approach to the French language, who is also able to teach French and fram ophone literature and culture (specialty) open). Must be willing to teach in the University's interdisciplinary World Culture requence.

Tenure-track, Ph.D. preferred and near-native fluency required. Salary dependent on experience and record, Send cover letter, vita, and three reference letters by March 10 to Dr. David Seaman, Chair, Foreign Language Department, University of Evansville, 1800 Encodn Avenue, Evansville, 18 47722

The University of Evansville, an equal opportunity employer, is an independent, church-related selective admissions University located in a city of 135,000 in southwestern Indiana. It offers a comprehensive program of instruction including liberal arts, science, engineering, business, nursung, and education. Enrollment numbers 2,000 full-time students. The University also includes a major campus in England, Harlaxton College.



EDUCATION

ure-track position beginning August 1992. Earned doctorate in action required. Minimum of 5 years of teaching experience N-12. Education required. Minimum of 3 years of reaching approximate required.
Full-time college teaching and supervisory experience required. Primary responsibilities are to teach courses and coordinate programs in early childhood education. Also responsible for aftering courses in elementary education, child development, modic and technology, and instructional design, and for supervising field placements and principles.

Benefits, including medical/life/dental/total disability insurance, TIAA retirement plan, and more.

To apply, send letter of application, résumé, three current letters of reference and transcripts to Martha A. Farver-Apgar, Director of Personnel, Elizabethtown College, One Alpha Drive, Elizabethtown, Pennsylvania 17022. Deadline for initial screening of application:

AA/EO

Development: Development Director wanted. Molil-racial fund raising. Committed
creative team of Southern African-American and while organizers seeks an experienced development director. Responsible
for grasproots fund raising, donor prostam,
house parries, major fund-raising events,
rants, marketing, public relations. Professional salary, fully paid medical and dental
insurance, peasion plan, subbatical, educational benefits. Send resume and personal
latter to; Grasproots Leaderphip, P. O. Box
36006, Charlotte, North Carolina 28216;
704/332-3050.

insurance, pounting pain, accounting the property of the prope

al, organizational, and oral and written communication skills are essential. Salary is competitive commensurate with experience. Please send letter of application and resume with supporting materials to: Rev. Richard J. Mucowski, O.F.M., St. Bonaventure, New York 14778. Deadline for receipt of applications is April 30, 1992. Affirmative Action, Equal Opportunity Employer.

Development: Fund Raising—Director of Airmal Giving—If you have experience in developing annual giving programs at an institution of higher education, and are looking for a chellenging connectional with an attention of higher education, and are looking for a chellenging connectional with an attention of the second support of the programment of the second support of the

Development/Marketing: Senior Vice Prevident, Development KTLATV. Spint Paul, Minnesota, Twin Cities Public Television seeks experienced fund-raiking executive to head a dynamic development tenin in the Twin Cities. Will oversee Development and Membership departments, destan and administer a major capital campaign, and participate with other senior executives in overall station management. Minimum requirement: four-year destee and significant development experience, preferable in campaign management. Competitive s-lang commensurate with experience. Full henefits package. Send résumé to Jean Kuebler, Human Resource Manager, KTCA-TV. 172 East 4th Street, Saint Paul, Minnesota 35101. An Equal Opportunity Employer.

Orafting: CAD Drafting Instructor. B.S. degree in field. Master's degree and community College or prison teaching experience preferable. Deadline for making application: March 1, 1992. Make application: March 1, 1992. Make application to Personnel Office. Anson Community College, P. O. Box 126. Polkton, North Carolina 28135. EOE.

lege, P. O. Box 126. Polikton, North Carolina 28135. EOE.

Early Childhood Education: The University of South Carolina-Aiken invites applications for a full-lime, tenuc-wack Assistant Professor of Early Childhood Education, beginning August 16, 1992. Employment is through USC Aiken with full-lime placement and residence on the USC-Beaufort Campus. Responsibilities include teaching undergraduate early childhood education courses; unpervising student teachers; serving as lialson for the off-campus program; engaging in acholarly research, publication/presentations; and providing service to the University, public schools and dependence on final budgetary approval. Send letter of application, vitage and trace current letters of recompending by February 28, 1992 to Dr. Mangaret Corboy: School of Education; USCA: 171 University Parkway; Aiken, South Carolina 19801. An AAV EO Employer.

seeks an Assortant Professor of Leonom-ics, Fields are open; the overall quality of the candidate is anote important than spe-cific fields. Ph D in Economics, evidence of feaching effectiveness, and demonstrat-ed research potential required Salary AACSB competitive Full time, tenure track Position available full 1992 Contact Scitt Rubton. Chair Seach Communice, Department of Economics and Lindner, The Frankin P. Perdue School of Horoness, Substity. State University, Salabury, Sa Etonomics: Virginia Military Inurez (VMI), Perination, Virginia Cofex Pk (MI), Perination, Virginia Cofex Pk (MI), Pil One openlin, at the manutar of assistant professor level, to teach middle economics course in super-fiction of Economics and Huaness curriedue, it commerces and Huaness curriedue, it cluding Princ, ples of Feonomic adaptational Economics. Developmental Economics Comparative Economic States and others Normal reaching food in the hours. Ph. D. preferred but AID will be considered. Privable teamer-track, viffur quitality undergraduate indirary cologies of enuncering, inheral aits and scenerios derivatives. Student both is almale, anthematic provides a water range of culmidation provide a water range of culmidations. Student both is almale, anthematic provides a water range of culmidations of the consistency of the America Copportunity, Affirmatic Aims Employer. A departmental representation of the Aimstein Colosses of the Colosses of the Aimstein Colosses of the Colosses of the Colosses of the Aimstein Colosses of the Colosses of the Aimstein Colosses of the Aimstein Colosses of the Colo one resumm P. Perfolie School of Broaness, Sulvibury Mare University, Natiobary, Maryland 21001 Saliybary State University is an Equal Opportunity, Allianiative Action Employer, Qualified women, minorities, and disabled persons are encouraged to apply.

Fronomics/Statistics: The Amerika Artification of Honorics/Statistics: The Amerika Artification of Honorics (Honorics) of Footness and Commerce, Department of Statistics (Leaturer I Academic Level (1) Seasonable flow positions in Applications are minimal flow positions in Commerce of Honorics in the Department of Statistics of Fronomics and Commerce of Statistics of Fronomics and Commerce of Statistics of Honorics and Honorics of Hono Economics: Assessant Assessate Professor Bernaning September 1, 1972. Bassed discionate in Beld required. Final stage of discentiation process will be considered. An established record of quality teaching of understanding occurrence is required. Must proceed among the professor must be amplituational experience. Runk, and sality dependent upon qualifications, bend letter of application. Traume, these current

VIRGINIA COMMONWEALTH UNIVERSITY SCHOOL OF BUSINESS

Philip Morris Chair in Free Enterprise / International Competitiveness

Virginia Commonwealth University invites nominations or application, for the Climic in Private Enterprise/International Competitiveness is the School of Husiness. Endowed by a grant from Philip Morns, Inc., the char will direct educational programs, workshops, publications, applied research projects and fellowships in Management and Business Policy. Be chair will be expected to teach, conduct applied research and positive service to the external community. The program will concentrate efform a public sectors. The factus is on the intersection between international competitiveness that bridge buth the private and public sectors. The factus is on the intersection between international competitiveness, private enterprise and the public sector. The search committee has identified the following quadifications that are sought in prospective applicants. They must have a Ph. D. in a business field and qualifor full professorship status. They should have experience and education in both business and public policy. They should he good teachers, have extensive contacts in relevant areas with international experience including significant overseas experience. Applicants should have conducts research that addresses major related issues, Ideally, applicant would be a least billingual, innovative and creative with a background of communication which are not provided in Richmond, Virginia. Women and minorities are encouraged to apply. Application deadline: March 15, 1992, Send yta and references to:

Dr. Charles J. Gallagher Associate Dean for External Affairs School of Business Virgina Commonwealth University 1015 Floyd Avenue Richmond, VA 23284 Telephone: 804-367-1746

Virginia Commonwealth University is an Affirmative Action, Equal Opportunity Employer.

Geörge Washington University

Small Business Management

the Department of Management Science is recruiting for a Visiting Assistant Associate Professor to teach in the ireaof Small Business Management. The position is for one year with the possibility of renewal to a maximum of two years Applicants must have experience in teaching, research and consulting with small business and must be able to accept appointment by September 1, 1992. Resumes must be received by the close of husiness on Friday, February 1 1, 1992

Send resumes and inquires to SEARCH COMMITTEE Firk K. Winslow, Chairman Department of Management Science The George Washington University

Washington, D.C. 20052

GETTYSBURG

Psychology

The Psychology Department of Gettysburg College has a one-year subbatted replacement position available for 1992-33 academic year. Appointment will be made at rank of instructor or assistant professor, completion of Ph.D. in 1992-33 academic year. Appointment will be made at rank of instructor or assistant professor, completion of Ph.D. in Psychology by September. 1992 prutered Particularly interested in condidates qualified to teach parsonality and human cognition; otherwise area of research specialization open. Teaching responsibilities include appropriate combination of personality, human cognition, and introductory psychology. Research facilities and introductory psychology. Research facilities and reprints of proprints of manuscripts, and three letters of recommendation to Thane S. Fittman. Chair. Department of Psychology. Box 487. Gottysburg College. Gettysburg. PA 17325. For best consideration, all materials should be received by March 25, 1992. Review of applications will proceed on continuing basis until position is filled Celtysburg College, a highly selective liberal arts college located within an hour and one-half of the Washington's Ballimore area, is an EC/AA employer Women and minorities are encouraged to apply

mass from large undergraduate units to gettalia pottergaduate courses for dufficent and Ph.D. suderits The Department offers first class computing and first class computing and first fir

Education: Community Services Program
Developer, Northern Varginia Community
College, Annandale Campits, Full-time, 12resonth faculty rank position, 10056 franresonth faculty rank position, 10056 franrelope, staffs, markets, and monitors noncredit courses, seminars, workshops and
other Community Education events, under
supervision of Director of Continuing Education Coordinates registration, receipt of
cutoff Coordinates registration, receipt of
funds. Maintains course, student and francial files. Maxter's degree with 18 graduate

QUEENS COLLEGE CHARLOTTE

FACULTY MEMBER/DIRECTOR EXECUTIVE MBA PROGRAM

Queens College in Charlotte, N.C., seeks a faculty member/thrector for its Executive MBA degree program. The position is half-time faculty and half-time administration.

Cheen's EMBA Program was begun three years ago in response to communi-ty demand. Orawing heavily on the case method, the Program guides a class of up to 35 well-qualified managers through a two-year sequence of day-long classes that meet on alternating Fridays and Saundays, starting each January. The Program's two summers provide opportunities for international study. travel, and special projects.

The successful candidate will provide leadership to a strong faculty, continu-ing to retine and improve the Program; will teach in the Program; and in other business programs at Queens, will be prepared to form alliances with local business, making corporate calls for program support and student recruit-ment; and will direct a strong support staff that handles day-to-day management of the program.

Candidates must have an earned rioctorate in business, specialization in management preferred, and strong preference will be given to candidates with experience in large corporations, either directly or through consulting

Founded in 1857. Queens College is a private, comprehensive college attili-ated with the Presbyteman Church (USA). The College offers a coeducational, residential liberal arts program and several undergraduate and graduate eve-ning programs for working adults. Queens is located in a pleasant, residential area of Charlotte, a lively and growing urban center and increasingly, the commercial and financial center of the New South.

Applications should include a letter of interest, a curriculum vitae, and the names, arkiresses, and telephone numbers of five reterences. Send applica-

Chair, EMBA Search Committee Queens College Charlotte, NC 28274

The College is especially eager to receive applications from minority and tenule candidates.

VALDOSTA STATE COLLEGE SCHOOL OF EDUCATION

DEPARTMENT: Special Education

POSITION: Department Head—Associate/Full Professor (Tenure Track) RESPONSIBILITIES: Provide program and faculty leadership, teach and advise students, serve on School and College committees, provide supports to area public schools, and maintain involvement in recurrent and professional organizations.

resourch and professional organizations.

QUALIFICATIONS: Eurnal declarate in special education, speech-language pathelogy, or a related field. Successful public school and college to a hing experience also required. Declarate committee work, research and publications expecialed.

SALARYCONTRACT: Salary commensurate with qualifications;

STARTING DATE: September 1, 1992.

GENERAL INFORMATION: The Department of Special Education, one of right departments within the School of Education, offers baccalaurate, master's, and specialist degrees. The adveational curricule are actuallized by NCATE. Valdosta State College is a unit of the University Could be in the Control of Georgia and is accredited by SACS. Enrollment is approximately 7,500 students. Faculty receive all benefits provided by the University System of Georgia, including hospital and major modical insurversity System of Georgia, including hospital and major modical insurversity System of Georgia. Including hospital and major modical insurversity System of Georgia. Including hospital and the Georgia Teacher's Rule of group Systems and Social Security. Validosis, a city of approximately 50,000 people, is located off interstate 75 and is 15 rules from the Florida state line. STARTING DATE: September 1, 1992.

APPLICATIONS: Sond letter of application, résumé, numes and phone numbers of three references, and transcripts lo:

Dr. Robert O. Michael c/o Doan's Office School of Education Valdosta State College Valdosta Georgia 31698

CLOSING DATE: Application letter with reference list must be post-marked by April 1, 1992 to unsure full consideration.

An Equal Opportunity, Aftirmative Action Employer

23-93 Applications accepted until position filled AA/E/GE.

Education: Tenure-track position teaching accordary vocial attudies methods and supervising secondary vocial attudies methods courses in educational psychologies and clarke Colleges in acholately octivaties to include collaborative research with local schools. Participation in a constitution of three independent liberal arts colleges—Luras College, the University of Colleges—Luras College, the University of Colleges—Luras Colleges—Luras Colleges—Luras wash of Chicago Dubruque, three hours wash of Chicago Milwaukee, and Lake Michigan annutat the nutresque rollms hills of northeastern flows along the upper Mississippi River. Requirements: Ph.D., Ed. D. or significant congletion of graduate coursework. Considered in the supervision of sementary vocation field experiences, teaching of elementary school specifing experience in accondary school secting. Starting date: August 20, 1992. Application of sementary clauses in a undergraduate liberal arts extractions and methods course liberal. The sementary clauses applicants in a undergraduate liberal arts extractions and methods course liberal. The sementary clauses are consultated to repetit the sementary clauses applicants and the sementary clauses applicants and the sementary clauses applicants. The sementary clauses applicants are consultated to repetit the sementary clauses and continue and the sementary clauses and sementary clauses. Dubuque, three hours uest of Chicago.
Milwaukee, and Lake Michigan annudst the
nuturesque rolling hills of northeastern
lows along the upper Missistipo River.
Requirements: Ph. D. Ed.D. or significant
completion of graduate coursework.
Teaching experience in secondary school
setting. Starting dute. August 20, 1992. Application desadine: open until filled, Send
plication desadine: open until filled, Send
cover letter, évante, three letters of reference, graduate school transcrimts, and a
copy of teaching keenue to Gerald J.
Koppet, Director of Human Resources,
Lorse College, Dubuque, Lows 52004-0178.
AAEOE. Women and minorities encouraged to apply.

21 and continue until positions (2) in the Department of Feacher Education. Starting Date: Academic year 1992-1993. (Salary and rank determined by experience and potential.) Ousilications: Shippensbura University seeks an innovative and energadic individual with an earned master's degree in one or more of the following areas: Special Education, with focus on children with behavior problems; Early Childhood Education: or Reading Education, with Reading Recovery training. Teaching experience in a Early Childhood/Elementary serience in a Early Childhood/Elementary serience.

RAMAPO COLLEGE OF NEW JERSEY

Ramapo College, a 4-year, barrier-free, undergraduate institution approximately 25 miles from New York City, is committed to pal education for students and faculty. Ramapo College is an equal opportunity employer. Applications from minorities, wumen, disabled persons, and Vietnam-era veterans are espec-

FACULTY POSITIONS - FALL 1992 - TENURE TRACK

All faculty teach general education, advise students, participate in governance, and contribute to international/multicultural mission

#401 Assistant Professor of Accounting (Readvertised) --Microcomputer accounting systems, international accounting advanced financial accounting and auditing desirable MBA/CPA req. ABD or Ph.D. pref. Contact: Dr. S.J. Raciti, Dir., School of

#402 Assistant Professor of Economics (Readvertised) - Req. two or more areas from environmental economics, development, trade and international finance. Emphasize historical and institutional contexts of economic theories, ABD and teaching experience req. Ph.D. pref. Contact: Dr. H.J. Frundt, Dir., School of Social Science/Human Services

#406 Assistant Professor of French - Use communicative approach in leaching. Experience with electronic language lab language, and literature in translation desired. Contact: Dr. T.J. Heed, Dir., School of American/International Studies.

#407 Assistant Professor of Spanish - See Position #406

#408 Assistant Professor of Political Science - Requires politics of Third World development, strong comparative background and area specialty. East Asia pref. Ph.D. req. Contact: Dr. T.J. Heed, Dir., School of American/International Studies.

#409 Assistant Professor of Mathematics — Applied math and curriculum devel pref. Ph.D. in math and college teaching experience req. Contact: Dr. El. Saiff, Dir., School of Theoretical/

ADJUNCTS — FALL 1992 Req. M.A./M.S. and College Teaching Exp. Ph.D. pref.

#410 Political Science, Legal History (req. academic preparation).
American Studies, International Studies, History, Literature, and Anthropology, Contact: Dr. T.J. Heed, Dir., School of American/ #411 Remedial Math, Writing and Reading; College English; ESL Daytime classes, Contact: Dr. F. Shapiro-Skrobe, Dir., Divi-

sion of Basic Studies #412 Economics, Psychology, Sociology, Contact: Dr. H.J. Frundt, Dir. School of Social Science/Human Services.

ADMINISTRATIVE STAFF POSITIONS

#413 Language Lab Director -- 15 hrs/wk, flex, \$10/hr. B.A. + exp. with audiovisual equipment req. Prefer ability to speak foreign language. Start immediately. Contact: Dr. T.J. Heed, Dir., School of American/International Studies

#403 Human Resources Specialist - Responsible for management/maintenance of computer-based HR systems and hen-efits administration. B.A. + 2 yrs. of professional exp. in human resources required. Exp. with fourth generation report writer and exp. in academic environment and/or N.J. State government pref.
Salary: Low 30's Contact: Ms. C. Bernstein, Dir., Employee
Relations.

#405 Assistant Director of Financial Aid - Counsel students. monitor academic progress, evaluate financial awards, perform verification and package students. Strong interpersonal skills needed B.A. or B.S. degree + 1 yr. F.A. exp. req. Spanish language fluency an advantage. Salary: High 20's. Contact Mr. M. Singer. Dir., Financial Aid.

#415 Learning Disabilities Specialist - Provide comprehensive support services for students with learning disabilities including diagnostic evaluations, tutorial support, counseling, coping skills. Master's in Special Ed., LD, Ed. Psych. or related field: 2 yrs. exp. with LD college students req. Salary: Low 30's Contact: Ms. lean Balutanski, Dir. of Specialized Services.

Deadline for resumes is 2/26/92. Give position number on envelope and letter. Send 2 resumes and names of 3 references to: Contact person listed for specific position.

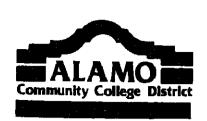
Ramapo College of New Jersey Dept. 10 505 Ramapo Valley Road

Mahwah. New Jersey 07430-1680

The College Of Choice For A Global Education EEO/AFFIRMATIVE ACTION



ting is required. These positions require individuals with consultment to professional growth. Preferred Qualities: Preference will be given to candidates with a Doctorate in an appropriate academic area of preparation or to those earnfled in a doctoral preparation or to those earnfled in a doctoral preparation consideration. College level teaching experience: evidence of scholarity abilities and as laterest and/or involvement in publication and research are additional preferred qualities. Applicants should be impurited and confortable with reflective teaching strategies and techniques. Responsibilities: Teaching at the undergraduate and graduate teels; supervision of student teachers; program advisement; participation on University. College



Palo Alto College ● St. Philip's College ● San Antonio College

SAN ANTONIO COLLEGE, with a student enrollment of over 20,000, is seeking candidates for anticipated full-time faculty positions.

CHEMISTRY FRENCH/SPANISH ENGLISH SOCIOLOGY Master's degree with eighteen (18) semester hours in the above discipling.

Master's in Cibrary Science or Master's in Information Science from ALA arcredited program. Three (3) years' experience in any area of Public and/or Technical Services. Familiarity with Library Automation, Acquisitions, Collection Management, Cataloging (MARC/OULC) and Inventory is essential.

ADVERTISING ART (ELECTRONIC GRAPHICS) Master of Fine Arts with eighteen (18) graduate semester hours in Art Design and/or Electronic Graphics plus three (3) years' relevant experience.

COMPUTER SCIENCE/INFORMATION SYSTEMS

Master's degree with eighteen (18) graduate semester hours in computer science plus three (3) years' relevant experience.

ENGINEERING TECHNOLOGY

Master's Degree in Engineering plus three (3) years' relevant experience. Will consider Bachelor's degree in Engineering plus three (3) years' relevant experience with tenure appointment contingent upon attaining Master's degree. FIRE SCIENCE

Master's degree with undergraduate major in the above teaching field plus two (2) years' relevant experience preferred. Will consider related Bachelor's degree plus three (3) years' relevant experience with tenure appointment contingent upon attaining relevant Master's degree.

NURSING (ADN): MEDICAL, SURGICAL, PSYCHIATRIC, PEDIATRICS, OR OBSTETRICS

Master's degree in Nursing plus three (3) years' clinical experience in above areas. Must meet or be eligible for Texas registration requirements.

PALO ALTO COLLEGE, with a student enrollment of over 5,000, is seeking candidates for anticipated full-time faculty positions.

BIOLOGY CHEMISTRY READING

COUNSELOR ENGLISH GOVERNMENT

HISTORY MATHEMATICS PHYSICAL EDUCATION

Master's degree with eighteen graduate semester hours in the above disci-pline.

BUSINESS (OFFICE SYSTEMS) TECHNOLOGY Master's degree (preferred) plus three (3) years' relevant experience in office systems, technology and equipment.

COMPUTER SCIENCE/INFORMATION SYSTEMS

Master's degree with eighteen (18) graduate semester hours in computer science plus three (3) years' relevant experience.

Applicant must deliver or postmark one application or comprehensive résumé per position of interest along with legible copies of transcripts and the names of at least five (5) employment references by March 13, 1992. A completed ACCD application and official copies of qualifying documents will be required before employment offer is made. Please submit to:

Alamo Community College District HUMAN RESOURCES DEPARTMENT 811 W. Houston Street San Antonio, Texas 78207

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

UCLA **HEALTH SCIENCES CAPITAL** PROJECTS DIRECTOR

Results oriented, exportenced facility planning and construction menagement profibility of about \$300 million of projects in various stages of planio construction. In of first to lan years' health care experience required. If knowledge in exchitecture, engineering, facility planning and constru-

lion required. Ability to effect change in complex organization with multiple constituents. Send résumés or nominations to: Carole J. Gilbort, Principal, Kom Ferry Interna-tional, 1800 Cantury Park East, Suite 900, Los Angeles, California 90067; Fax: 310-533-6452, Phone: 310-552-1834

Education: The Denartment of Elementary and Secondary Education at Murray State with experience and qualifications. Inversity is searching for an Assistant ested persons should apply to: Dr. i and Secondary Education at Murray State University is searching for an Assistant Professor of Education to fill a tenune-track position in Curriculum Development and instructional Methodology. Competencies in these areas must include curriculum implications for active learning and evaluation via nyn-traditional performance assessment. These shalls are essential for implementing the Kentucky Education Reform Act. Murray State has an enrollment of approximately 8,000 students and is located in the city of Murray, Kentucky, which has a nopulation of 18,000. Appilicants must have an earned dectorate in conficulting and/or instruction and evidence of successful classification teaching experience in grades K-12. Training and/or expertise in clementary school Language Arts, elementary school Social Studies, or Kindergarten is desirable. Responsibilities include teaching a 12 hour load of undergraduate and graduate courses, working in related field and clinical sections, service, supervision of student teaches, research and service to area schools. Septembers, research and service to area schools. Septembers, essenth and service to area schools. Septembers will begin Morch 1, 1992, and continue until the posi-

ty. Alarmatic Action Employer.

Education: The Department of Elementary and Secondary Education at Muriay State University is searching for an Assistant Professor of Education to fill a tenure-irack position in Secondary Education. Teaching areas include instructional methodology and educational technology. Competencies in these areas must include curriculum implications for scitye learning and evaluation via non-traditional performance assessment. These skills are essential for impleamenting the Kentucky Education Reform Act. Murray State hos an enrollment of approximately 8,000 students and is located in the city of Murray. Kentucky, which has a population of 18,600. Application in the city of Murray. Kentucky, which has a population of 18,600. Application must have an earned declorate in Secondary Education and evidence of successful classroom teaching experience in

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

Faculty Positions DIRECTOR OF MD/Ph.D. PROGRAM

The University of Illinois College of Medicine at Urbana-Champaign and the Graduate College at Urbana-Champaign seek a member of faculty to direct an innovative combined degree program called the Medical Scholars Program (MSP). Currently 140 students are enrolled in the program studying for an M.D. and another degree, primarily the Ph.D., in one of forty different disciplines in the biological sciences, physical and engineering sciences, social and behavioral sciences, the humanities, and law. The program has an excellent administrative support staff.

Applicants should have outstanding academic qualifica-Applicants should have outstanding academic quainteations in research with teaching experience, preferably in a dual degree program. They should have earned either an M.D. or a Ph.D., preferably both. The successful candidate will be expected to maintain an active research program, participate in teaching, provide leadership for the MSP, and serve as a role model for academic excellence. The position serve as a role model for academic excellence. The position carries a tenured appointment in one of the departments of the College of Medicine and a joint appointment in one of the Ph.D. granting departments of the University of Illinois Graduate College at Urbana-Champaign. The academic discipline is open. Clinical practice opportunities can be negotiated if desired with one of the affiliated teaching clinics or hospitals. Starting date and salary are necotiable. hospitals. Starting date and salary are negotiable.

For full consideration, letter of application, curriculum vi-For full consideration, letter of application, curriculum vitae, and list of five references should be received by April 1, 1992. Please send to: Michael J. Ellis, Ph.D., Chair, Search Committee for Director of the Medical Scholars Program, University of Illinois College of Medicine at Urbana-Champaign, 190 Medical Sciences Building, 506 S. Mathews, Urbana, IL. 61801; tel. 217/333-2131, FAX 217/333-8868. Applications will be treated confidentially. Applications will be treated confidentially.

The University of Illinois is an Affirmative Action, Equal Opportunity Employer.

UNIVERSITY OF FLORIDA

Department Chairperson of Mechanical Engineering

Applications and nominations are invited for the position of Chairperson of the Department of Mechanical Engineering. The candidate will be expected to hold a doctorate degree in an appropriate engineering field; have a proven record of excellence in teaching, research and related scholarly activities; and demonstrate requisite management talents and interests.

activities; and demonstrate requisite management latents and interests.

The University of Florida is a member of the American Association of Universities, the largest institution of higher learning in the Southeast and the tenth largest in the nation. The College of Engineering is the third largest of the University's twenty-one colleges and schools with twelve departments granting baccalaureate, masters and doctorate degrees.

The Department of Mechanical Engineering has a total of thirty faculty (including three graduate research professors and one endowed chair) and grants over 120 baccalaureate, 30 masters and 10 doctorate degrees per year.

Address nominations and/or application to the Mechanical Engineering Department Chairman Search Committee, c/o Dean of the College of Engineering, University of Florida, 300 Weil Hall, Caincsville, Florida 3261 for receipt no later than April 15, 1992. The position is available summer or fall semester 1992. Applications should contain an up-to-date curriculum vita and the names of three references.

The University of Florida is an Affirmative Action Equal Opportunity Employer.

grades 9-12. Responsibilities include teaching a 12 hour load of undergraduate and graduate courses, working in related field and clinical settings, sorving on Keutucky Teacher Internship Program teams, student advisement, committee service, supervision of student teachers, research and service to area schools. Screening will begin March 1, 1992, and continue until the position is filled. Safary will be commensurate with experience and quelifications. Interested persons should apoly to Dr. Lewis Bossing, Chairman, Department of Elementary and Secondary Education, Marray State University, Murray. Kentucky 42071. Please include a résunt, a transcript and lines tentes of recommendation. Murray State University is an Egual Opportunion.

in it is the aperience and qualifications. Interested persons should apply to: Dr. Levis Bossins, Chairman, Department of Hementery and Secondary Education, Murray State University: Murray, Kentucky, 42071. Please include a resumé, a transcript and three letters of percommendation. Murray State University is an Equal Opportunity. Affirmative Action Employer.

Education: The Department of Elementary and Secondary Education at Murray State University is an Equal Opportunity. Affirmative Action Employer.

Education: The Department of Elementary and Secondary Education at Murray State University is a searching for an Assistant Professor of Educations for alternative and interest in public actions in Secondary Education. Teaching areas include custriculum in Include custriculum included custriculum in Include custriculum

March 2, 1992 to: Search Committee, Edu-cational Leadership Position, School of Education, Department of Professional Ed-ucution, The University of Montann, Mis-soula, Montana S9812-1034. The Universi-ly of Montana is one of the nation's our-standing public universities, committed to liberal arts education, research, and strong professional programs. It is located in Mis-toula, a cosmopolitum Rocky Mountain continually of 70,000, othen singled out in national publications for its quality of life. An EEO/AA Employer.

is a cannot comprise Saint Mary Magda-ien School is seeking a principal/admini-trator for 1992-1993. Suburban Orlando area school has 625 students in k-8 grades. Seeking mature candidates who are prac-ticular catholics, with prior administrative systematics in Catholic Schools. Process

tion, Personality Adjustment of the School Child, Application of Learning Theories to the Classroom, Educational and Psycho-logical Statistics, and Psychology of the Giffed, Applications will be accepted until the positions to District Personality the positionts) is lifted. Review of applicants will begin on March 4, 1992. Submit letter of application, with, graduate transtripts, and three recommendation letters to: Chair, Educational Psychology Search Committee, Drawer 1-P. Massissippi State University, Mississippi State. Mississippi 39762. Women and minority candidates are accouraged to apply. Mississippi State 18 at AA/EOE.



Division of Education

Applications for tenure-track positions in EDUCATIONAL ADMINISTRATION AND SUPERVISION, EDUCATIONAL PSYCHOLOGY, and

COORDINATOR OF TEACHER CANDIDACY AND CERTIFICATION WITH rank of Professor, Associate Professor, or Assistant Professor,

Salary: Competitive, Based on qualified experience, Qualifications: An earned doctorate and work experience in the designated field at undergrachiate and graduate levels. Skill and/or interest is modeling computer-indeed instruction is preferred. Experience or interest in program development. Academic preparation to teach undergraduate and graduate architecture education classes. A publication record or demonstrated ability to contribute to the research literature. Additional requirements:

EDUCATIONAL ADMINISTRATION AND SUPERVISION-Work expen EDUCATIONAL PSYCHOLOGY—Strength in statistics and research design at ductoral level is required. Major compliants in Child Development is pre-

COORDINATOR OF TEACHER CANDIDACY
AND CERTIFICATION—Work experience in a teacher education related
field. Knowledge of Louisvaria or another state's certification requirements is

Teach undergrichtate and graduate courses as appropriate to area of expense, recruit and advice students; seek and secure outside funding; perform service, program review and development activities; model computer-aided insmetion; engage in scholarly activities.

The Coordinator of Teacher Candidacy and Certification will also coordinate activities related to certification, admission and retention in teacher candidas.

Oncessay:
The main University campus cowers an area of almost 1,000 neres immediately west of Natchitoches, Louisiana, the oldest permanent settlement in the Lousiana Purchines. Natchitoches is breated 55 miles northwest of Alexandra and 70 miles southeast of Shrevepour, Louisiann's third largest city. Now a moter city of about 22,000. Natchitoches has an excellent system of public schools, approximately produced to the control of the co numerous churches, a large modern hospital, and progressive municipal go-erriment. Situated on the banks of the beautiful Cane River, Chapin's and Situey Lakes, and Iyang on the heart of Louisiana's lake and forest county, the historic cuty of Natchitoches rightly might be described as colorful and image

Application Dendline: Screening begins immediately. Open until filled.

Send letter of application, vita, transcripts, and three letters of recommenda-

Dr. Sandra A. McCalla, Director Division of Education Northwestern State University Natchitoches, Louisiana 71497

Northwestern State University is an Equal Opportunity, Altirmative Action Employer,

CHAIRPERSON

DEPARTMENT OF PSYCHIATRY AND HUMAN BEHAVIOR The University of Mississippi Medical Center • Jackson

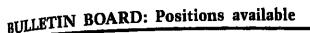
The University of Mississippi Medical Center invites nominations for the position of professor and chairperson of the Department of Psychiatry and Human Bohavior Candidates should have a notable record of teaching experience, research activities and clinical service in an academic health science center environment. They must be eligible for licensure in Mississippi. Candidates should be well grounded in both behavioral as well as biologic psychiatry, with extensive administrative experience in academic medicine. The Department of Psychiatry and Human Be havior currently has 33 faculty members in divisions of clinical psychology, somnology and child/adolescent psychiatry.

Those who wish to submit nominations for this position should send the candidate's name and address to John C. Morrison, M.D. Chairperson, Search Committee, c/o Department of Obstetrics and Gynecology, 2500 North State Street, Jackson, Mississippi 39216-4505 Application deadline is April 1, 1992.

EQUAL OPPORTUNITY EMPLOYER, M/F/H/V.

11. Green, Char, Seturb Communes, and cational Psychology and Research, 2 Ba-ley Hall, University of Kansa, Lawredt, Kansa, 66045. The department will bego the review of applications on Mach I, 1992, and continue the review process and the position is filled. FO/AA Employer.

Educational Research/Quantitative Methods: The department of Educational Psychology and Research at the University of Kansas is seeking a tenure-track faculty member trained in quantitative methods for suppositionary and a substitution of the sub





Whitewater, with 10,500 students, is in the pleasant city of Whitewater, WI, with a population of 12,300, located 40 miles from Madison, 50 miles from Milwaukee and 120 miles from Chicago.

COLLEGE OF LETTERS AND SCIENCE

neques reach a substant Professor/Instructor level and begin August 23, 1992. Ph.D. preferred, ABD all openings are full-time at Assistant Professor/Instructor level and begin August 23, 1992. Ph.D. preferred, ABD considered. Teaching experience destrable. Rank and salary dependent upon qualifications. Normal teaching load is

COMMUNICATION: Primary emphasis in communication theories and/or organizational communication. Additional expertise in such areas as cross cultural, small group, or advertising destrable. Deadline: March 27, 1992. Contact Richard Haven.

HISTORY: Teach advanced Russian/Soviet and western civilization survey courses. Ability to offer courses in Eastern European or Balkan history desirable. Research emphasis in Russian/Soviet History Deadline: March 18, 1992. Contact History Committee. Contact History Communee.

PSYCHOLOGY: Teach graduate/undergraduate courses in psychology. Ability to teach Psychology of Women an PSYCHOLOGY: Teach graduate/undergraduate courses in psychologis. Two Experimental Psychologists. Perception, physical developmental among specialities sought. One School Psychologist (Wisconsin, NCSP certifiable, with field experience). Ph.D. in School Psychology preferred. Deadline: April 13, 1992, Contact James Larson.

Von-Tenure Track Positions Non-Lenure Track Position in the filled by one or more persons beginning August 23, 1992, Ph.D. preferred, physicially considered. Deadline: April 13, 1992. Contact James Larson.

COLLEGE OF EDUCATION

CURRICULUM AND INSTRUCTION: Language Arts/Reading, tenure-track position to begin August 23, 1992. Responsibilities are to teach undergraduate courses; supervise pre-student and student teaching experiences; advise students, participate in faculty governance, committee work, and curriculum development; perform public service activities; and conduct research leading to publications, including grant writing. Applicants must have earned doctorate, three years' successful teaching experience at the elementary or middle levels, college teaching experience desirable, current knowledge of technology in education, evidence of research skill desired, demonstrated ability to work with diverse populations desirable. Deadline: March 30, 1992. Contact Nancy Todd.

DIVISION OF STUDENT AFFAIRS

RESIDENCE HALL DIRECTOR: Responsible for the total administration of one or two residence halls housing 400-650 students, training and supervising one graduate student Assistant Hall Director and 14-18 RA's, coordinating the student conduct process. (actituding programming, working with student government, and providing general assistance to students. Master's Degree, or evidence that the degree is near completion required. Provious residence hall experience strongly preferred. Deadline. March 31, 1992. Contact Many Beth Mackin, Assistant Director of Residence

Life.

ASSISTANT RESIDENCE HALL DIRECTOR Responsible for helping the Residence Hall Director with the total administration of 400-650 students in one or two residence halls, with responsibility for advising and training student government leaders, facilitating programming, coordinating the front desk operation, and supervising desk staff. In addition, the Assistant Hall Director will help the Hall Director with the supervision and training of paraprofessional staff, implementation of policy, and development of a strong residence hall community. Bachelor's Degree and smollment in a graduate program at the University required Some residence hall experience preferred. Deadline: March 31, 1992. Contact Mary Beth Mackin, Assistant Director of Residence Life.

DIVISION OF ACADEMIC AFFAIRS

ACADEMIC STAFF POSITION Academic Counselor for tederal Student Support Services Program. Responsible for academic and personal counseling of students. Master's degree protented, Bachelor's degree required. Experienced working with students from diverse cultural/ethnic backgrounds. The position begins June 1, 1992. Deadline: March 13, 1992. Contact Dr. Elizabeth Ogunsola, Director Educational Opportunity Program.

APPLICATION PROCESS

Sand letter of application, resume, three letters of recommendation; and all transcripts. Send applications and inquiries to the individual coulact persons and departments at:

ONIVERSITY OF WISCONSIN-WHITEWATER 800 MAIN STREET, WHITEWATER, WEST90-1790

The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominues and applicants without differentiation. UW-WHITEWATER IS AN EQUAL OPPORTUNITY I MPLOYER WITH AN AFFIRMATIVE ACTION PLAN.

MINORITY VITA BANK

The Northern Illinois Community College Consortium in the greater Chicago area is an association of several community colleges actively seeking minorities for their faculty and administrative staff. The Consortium members are all progressive community colleges serving their respective communities in the Northern Illinois Region. They include: College of DuPage, Elgin Community College, Harper College, Highland Community College, Jollet Junior College, McHenry County College, Morraine Valley Community College, Morton College, South Suburban College and Waubonsee Community College. The Vita Bank is designed to maintain an extensive file of minority cardidates who are to maintain an extensive file of minority candidates who are seeking academic employment. This is not a guarantee of Offer of employment or a placement service

To be included in this referral system, please submit a cover letter and resume to:

> c/o Office of Human Resources COLLEGE OF DUPAGE Glen Ellyn, IL 60137 aa/eoe

Outsifications for Assistant Professors include a doctorate in electrical and Computer Engineering: Nurth that a limited number of openings for Visit and State University. The Occarriering in a limited number of openings for Visit and Assistant Professors. Visiting Assistant Professors. Visiting Assistant professors. Visiting Assistant professors. Visiting Assistant professors are appointed for the computer of the computer of

SEARCH REOPENED

Coordinator of the Bachelor of Science in Human Services

Thomas Edison State College

PROJECT MANAGER

THE OFFICE OF SCIENTIFIC AND ENGINEERING PERSONNEL of the National Research Council is seeking a Program Officer for the Doctorate Records Project. Re-

gonsbises include annual survey and mani-learnce of historical lise, report preparation, and opposal and budget development and management. Returns a Ph.D. or equiva-lent, preleately related to theseoid eciences, including satistics and survey methods en-parience, at least one year related postdoctoral experience, experience in que-fornalire designt, analysis of survey data. Familiarity with higher aducation research desirative. Demonstrated discrete outs und written communication shills highly dealable.

renten communication state highly desirable. Plasse sand a resumator with braze relar-ences in confidence in: RPC/OSEP, GR 410 (228.016), 2101 Constation Avenue, N.W., Washington, D.C. 20418. EOE.

TONAL RESEARCH R

COUNCIL.

The degree coordinator is responsible for the unphementation of 22 human services programs, it.e., Cruminal justice, Counseling, Public Health, Social Services), degree advisore, committee and exademic advisement of students. Must be familiar with philosophy and practices of degree programs using alternate methods of earning credit, it. esting, assessment of experiential learning, guided independent study. Doctoral degree preferred, master's degree in academic discipline related to human eervices required, master's degree in academic discipline related to human eervices required, master's degree in academic discipline related to human eervices required, master's degree in academic discipline related to human eervices required. Resumes to Dr. Ruth M. McKeeny, Dean of the College, 101 West Stale Steer, Tranton, N. 108608-1176 Closing date is Feb. 29, 1992.

er Rasearch Center (Joint with Nuclear Ragioestina), the Engineering Rasearch Centineestina), the Engineering Rasearch Center for Advanced Electronic Materials
Processing, the Solid-State Laboratories,
the High Frequency Electronics Laboratories,
the High Frequency Electronics Laboratories,
the Power Semiconductor Rasearch
Center, and the Robolics and Intelligent
Machines Laboratory. The department and
organized research units endoy support and
close cooperation with industrial firms and
research laboratories in the Rasearch Trisnape Park and elsewhere. Inquities should
be sent to R. K., Cavin, Ill.; Department of
Electrical and Computer Ruginsering, Box
7911; North Carolina State University; Raloish, North Carolina State University; Raloish, North Carolina 27693-7911. North
Carolina State University is an equal opportunity, affirmative action employer. cal engineerias, computer engineerias, or computer science; and a commitment to excellence in teachina. Opportunities for employment exist or may exist in a number of strass, including computer architecture, electric power systems, tobotics and intelligent machines, onlo-electronics, vLSI design, polid-state electronics, computer communications, and signal processing. The department offers programs leading to BS, MS, and offers programs leading to BS, MS, and the department offers programs leading to BS, MS, and computer engineering. The department has approximately 50 hilling, tenure-track faculty members, 1200 undergraduate students, 400 graduate autoentis, and annulai research expenditures of approximately \$3,000,000. Research activities are concentrated (administratively in the following organized research units: The Center for organized research units: The Center for concursications and Signal Processing, the Computer Systems Laboratory (foliat with Computer Science), the Electric Power.

UNIVERSITY OF NEVADA, LAS VEGAS

UNLY — one of the "rising stars of American higher education" U.S. NEWS & WORLD REPORT

Here's Why:

- ▲ UNLV's academic programs are receiving national and international recognition.
- UNLV is among the fastest growing universities in the nation. Fall 1991 enrollment reached 19,562, a 7.4 percent increase over the previous year.
- ▲ UNLV is a comprehensive Ph.D.-granting institution dedicated to both research and teaching. New Ph.D.s Include history, computer science, and civil engineering.
- UNLY recently opened the nation's only National Supercomputing Center for Energy and the Environment, housing a Cray Y-MP
- UNLV attracts millions of dollars annually in public and private support for research. More than 30 research centers enrich the university and the community.
- ▲ UNLV's Jazz Ensemble was named 1990 National Champion, and the Performing Arts Center regularly presents internationally recognized artists.
- ▲ UNLY is home to the 1990 NCAA National Champion men's basketbail team. UNLV student athletes have competed successfully on a national level in all 14 intercollegiate programs.
- ▲ UNLV will break ground for classroom, architecture, and physics buildings totaling more than 250,000 square feet at a cost of \$49 million.
- ▲ UNLY has been named for three consecutive years to U.S. News and World Report's list of "up and coming" universities.
- UNLY offers an exciting, dynamic campus life, which includes 14 fraternities and 7 sororities, plus numerous other student organizations and activities.

If you're a "rising star" in your career in teaching or research, you may want to move up to UNIX.

Look for position announcements in the classified section of the Chronicle of Higher Education throughout the academic year.

ANEEO

Assistant Professor of Education Children's Literacy SEARCH EXTENDED

The University of New Hampshire invites applications for tenure track Assistant Professor position in children's literacy (elementary/middle school) for September 19th. As a faculty member in the Reading and Writing Instruction Ph.D. program and an affiliate of the Writing Lab, the individual will teach at graduate and upper division levels in areas of writing, reading, & other topics related to his/her expertise (strength in writing is expected); advise gnuduate students & supervise dissertations; actively engage in research, with a focus on children in public schools; grant writing. Qualifications: Earned doctorate in appropriate academic discipline; demonstrated excellence in teaching at university level, and ability to engage in scholarly activities within the field of literacy; expertise in qualitative methods; commitment to research that literacy; expertise in qualitative methods; commitment to research that includes public school personnel; career experience in public schools. Submit letter of application, résumé, at least three letters of recommendation, transcripts, writing samples, and evidence of teaching abilities to: Jane Hansen, Department of Education, Morrill Hall, University of New Hampshire, Durham, NFI 03824. Phone: (603) 862-2279. Review of applications will begin on March 2, 1992, and will continue until the position is filled. Hiring is contingent upon eligibility to work in the U.S. Women and minorities are encounged to apply. UNH is an AAEEO Employer.

sincering Technology lavites applications for a tenure track faculty position at the Assistant Professor level. The successful candidate will have expertise in two or more of the following areas: digital electronics, power electronics, process control instrumentation, microprocessor and telecommunication. Candidates must have at least a master's design in Blectrical Rogine crims with at least two years of industrial.

academic experience; and excellent ort and written communication skills in Eng-lish. Clikenship or appropriate visa annu-la armst. Send curriculum vine to Profes-sor C. Sekhar, Department Head, Electri-cal Engineering Technolosy, Purdue Un-versity Calumet, Hammond, Indian 46323-204. Purdue University, Calumet ; an Equal Opportunity, Affirmative Actio-

Constituent Services,

Vacancy Announcement #20929 GS-13, \$46,210 - \$60,070

Senior Bibliographer

GS-9, \$26,798 - \$34,835

Vacancy Announcement #20910

The Library of Congress is seeking candidates for the position of Specialist in Mexican Culture for the Hispanic Division. Constituent Services. The Hispanic Division provides reference bibliographic, collection development, and other services for the Library's extensive Luso-Hispanic and Caribbean collections. The Specialist in Mexican culture serves as the Library's principal specialist on Mexico in the humanities and sociosciences, recommending acquisitions of books and other materials, surveying the collections, and assisting scholars and researchers. Must be able to provide similar general services for other Luso-Hispanic areas and specific Spanish fluently.

Minimum qualifications include a graduate degree with substantial field work in Mexico, specialized research or demonstrated library experience with established authority in Mexican studies. Must be able to maintain liaison with the scholarly and library communities. One year experience at the GS-12 level in the Federal Service or the equivalent is required.

This individual serves as an authority in Mexican bibliography and assists with developing the Mexican collections of the Library of Congres This individual will also edit and coordinate the division's bibliographie on Mexico, prepare bibliographies of scholarly merit provide informatio and reference/research services for the Library's various constituencies on Mexico, assists in reviewing the Library's book and non-book holding on Mexico.

On Mexico.

Qualifications include a Master's degree in Library Science or in the disciplines with emphasis on Latin American Studies One year of specialized experience in librarianship, editing or research which demonstrates the ability to prepare and edit bibliographies, indexing, abstracts and literature searches for Mexico. Applicants should have a broad knowledge of Mexico, automation, and editorial or publishing practices. The ability to communicate effectively in written/spoken English and Spanish to translate materials.

To request a complete copy of the Vacancy Announcement for an of the positions listed above, please call the Human Resources Operations Office at (202) 707-5601 or write to. The Library of Congress, Human Resources Operations Office, James Madison Memorial Bldg (LM-107), 101 Independence Avenue, S.E. Washington, D.C. 20540. Fo consideration applicants must submit a separate Standard Form 171 for each vacancy announcement not later than March 6, 1992 unles extended Resumes are NOT accepted in lieu of the SF-171.

THE LIBRARY

The Library of Congress is an Equal Opportunity Employer

Hispanic Division

Mexican Specialist

RESIDENCE LIFE POSITIONS

Rochester Institute of Technology

Rochester, New York

Enrolling 13,300 students. RIT is the 13th largest private university in the country and is nationally and internationally renowned for its programs in the arts, graphic design, computer science, origineering, imaging science and photography. Approximately 3,500 students are housed in the university's residence half system, including 21 Special Interest floors and 14 fraternities and sororities. An additional 2,600 residents are housed in 1,000 campus apatiment units.

RIT is located in the suburhan town of Henrierra. NY, a part of the Rocnester metropolitan area of approximately 700,000 people. Rochester, New York's third largest city, is situated in the scenic Finger Lakes region within easy chiving distance of Buffalo, Syracuse, Niagara Falls, and Toronto, Canada

AREA COORDINATOR

Anticipated Opening

Chief Administrator of mainstreamed Residence area of 1,200-1,500 students including 12 Greek chapters. Major emphasis on Student Development in working with both hearing and deaf students who reside in the Residence Halls. Responsible for supervision of Assistant Area Coordinator, 3-4 graduate Half Directors, Area Secretary, and approximately 25-30 Resident Advisors. Reports to the Assistant Director of Residence Life Live out, 12-month position, competitive salary with comprehensive benefit package.

Requirements: MA in student personnel or related field plus 3-6, years' progressive experience in supervision and administration, experience working with Greeks Excellent counseling, communication and interpersonal skills and ability to work independently are essential Ability to contribute in meaningful ways to the college's continuing communent to cultural diversity, pluralism, and individual differences strongly preferred. Must know or be willing to learn slop language. willing to learn sign language.

Application closing date is April 3 Position begins July 1, 1992.

ASSISTANT AREA COORDINATOR

Anticipated Opening

Major emphasis on Student Development in working with both hearing and deaf students who reside in the Residence Halls. Reports directly to the Area Coordinator. Program responsibilities for major area-wide events. Advises hall government, Special Interest houses, and Greeks. Works with Hall Directors to plan monthly staff development activities. Responsible for area level training for Resident Advisors. Responsible for administrative tasks related to facilities management. Live out 12-month position, comprehensive benefit package, furnished apartment, and meal plan.

Requirements: Bachelor's degree, Master's preferred. Residence Halls experi-ence working with Greeks. Must know or be willing to learn sign language. Ability to contribute to the college's commitment to cultural diversity, plural-ism, and individual differences strongly preferred.

Application closing date is April 3. Position begins July 1, 1992.

We will be interviewing candidates at ACPA in San Francisco. Résumés re-ceived by March 6 will be considered for a pre-scheduled interview at ACPA interested candidates may apply by sending a resume to.

Jane Hendriksma
Assistant Director of Residence Life
for Student Development
Rochester institute of Fechnology
One Lomb Memorial Drive

RiT is an Affirmative Action, Equal Opportunity Employer.

Community

COUNSELOR—HALF-TIME Additional credits may be assigned up to 1.0 FTE, depending on functing. Master's degree in counsoling or master's degree in a closely related program. Two years' experience as a community college counselor. Teaching experience in the areas of Career and Life Planning, Human Relations, and Life Transitions. Closing date: February 28, 1992 For application, job description and further information please contact

Personnel Services Lane Community College 4000 E. 30th Avenue Eugane, OR 97405 (503) 726-2211

LCC application must be postmarked by deadline date. A résumé may be submitted, but cannot take the place of the application form.

An Affirmative Action, Equal Opportunity Institution.

between tary Education: Assistant Professor position beginning Fall, 1902. This position has been approved for 1932-91 as a visiting rustilem, with the possibility of being thinged to return-track in the future. Earned doctorate in Middle Grades, Elementary Education or related field; successful teaching experience in Middle Grades, Elementary Education or related field; successful teaching experience in Middle Grades, Elementary Education or related field; successful teaching experience in Middle Grades, Elementary Education or related field; successful teaching experience in the for Elementary in the field of the Fallowing and the state of the field in the f spontanines: teach grautate classes; supervise student teachers, advise students; per flegate on continities as a sylgated; engage in scholarly research; provide service to local school systems. Teaching expertise in two or more of the following areas: student teacher supervision; curriculum development; educational psychology; human growth and development. Send letter of application, vita, transcripts, and names of application, vita, transcripts, and names of application, vita, transcripts, and names of the provided of

of three references, by March 6, to Dr. Alliston Gimore, Graduate Education, Mercer University, 3001 Mercer University Drive, Atlanta, Georgia 20341. Mitoutiles and women are encouraged to apply. AA/EOE. Elementary Education: Assistant Professor, tenure-track position Doane College invives applications to teach a variety of coursework at both the undergraduate and graduate (master's) levels. The applicant should be able to teach general education four courses, comentary methods courses in an integrated curricular framework four layer a strong background in the areas of elementary math and science methods, and supervise pre-service field experiences. The successful candidate will have strong interpersonal skills, initiative, creativity, the ability to take risks, and the

EASTERIT

EASTERN MONTANA COLLEGE Billings, Montana

DIVISION OF STUDENT AFFAIRS

DIRECTOR STUDENT OPPORTUNITY SERVICES

The Director of Student Opportunity Services develops and administers the Student Support Services Program, a fedeally-funded, comprehensive program of assessment and academic and personal support for low-income, first-generation, and disabled participants to ensure their success in college. The Director coordinates the selection of students for the program, assists in the recruitment, selection, orientation and evaluation of program staff, coordinates the goals and activities of the program, and recomments thanges or improvements in expectations of the program. The Director reports to the Director of Student Services. Salary is competitive and commensurate with experience and training and position is contingent upon funding. Proposed date for appointment is June 1, 1992. QUALIFICATIONS

- . A master's degree required in education, a behavioral science field, or related area.

 Two years' full-time, administrative experience required in a human services or education
- serting.
 3 Proven experience and success required in grant writing.
 Minimum two years' successful experience required in working with low-income, first-generation, or students with disabilities.
 Experience required in working with a TRIO program and a demonstrated understanding of its role within a Division of Student Affairs and as an administrative unit within a public institution.
- public institution
 6 Excellent oral and written strils required.
 7 Minimum two years' teaching experience preferred
 APPLICATION DEADLINE: Applications received by the deadline date of February 28, 1992 will be given preferred review, however, applications will be accepted until position is filled.

APPLICATION PROCEDURES: Send Letter of Application, Current Résumé, Names and Tefophone Numbers of Three References (Including current supervisor) to, Chaltman, Director SQS Seation, Human Resources/EGO-AA Coffice, Existen Montana College, 1500 North 30th Street, Billings, MT 59101-0299; (406) 657-278

EASTERN MONTANA COLLEGE IS AN EQUAL OPPORTUNITY. AFFIRMATIVE ACTION EMPLOYER Women and Minorities are encouraged to apply.



EASTERN MONTANA COLLEGE Billings, Montana

MONTANA CENTER FOR HANDICAPPED CHILDREN School of Education & Human Services (2 positions)

EDUCATIONAL SPECIALIST PSYCHOLOGIST

Both positions are responsible for a full range of community-based and Center based diagnostic and evaluation artificial including the development of specific program and service recommendations. Positions include technical assistance and staff development appoint activities to community programs and opportunities for program development and technological.

ur ments for Education Specialist: Master's degree in Special Education or Educa-ired, Doctorale preferred. Three years of successful, relevant professional experi

Requirements for Psychologist: Master's degree in Psychology required. Dictorate pre-ferred. Three years of successful, relevant professional experience. Please contact the EMC Human Resources Office (Address and Telephone Number listed below) for detailed vacancy announcements which outline the job description and qualifications of each position.

APPLICATION: Candidates must send a Letter of Application, Resume, and the Names and Recent Contact Information of Five (5) References to Screening Committee. Human Resource/EEO-AA Office, Eastern Morkana College, 1500 N 30th Street, Billings. MT 59101-0298; (406) 657-2278

DEADLINE: Applications received by February 28, 1992 will be given preference review, however, applications will be accepted until position is fitted Eastern Montana College is an Equal Opportunity. Affirmative Action Employer. Women and Minorities are encouraged to apply.

profession. experience in modular delivery systems, experience in computer applications, experience in computer applications, experience in curriculum and excloration instance, but stability, ethnic diversity, and letters of recommendation for solary dependent upon qualifications. Position began September, 1992. Seed letter of application detailed results and interest of recommendation to Ir. Janico Tesans September, 1992. Seed letter of application detailed results. The seed letter of recommendation to Ir. Janice Fauske, Clair, c/o Human Resource Department, Weber State University, Ogden, Unih 84408-1016, Screening of applicants will began March I. Women and minurities are encouraged to apply.

Elementary Education 1992. Ductorate in Elementary Education Search professional information of search professional continuous control of search professional equity, and research profession, experience in Elementary Education Starophysics and profession, and professional equity, and research profession, experience in Elementary Education Starophysics and profession, and profession, and professional equity, and research profession, educational equity, and research profession, and profession, and profession experience of commitment to teach experience of

demis Affairs, Wayne State College, warner and minorities are earcouraged to apply.

Elementary Etheration: Ball State University Muncie, Indiana. Ball State University is seeking faculty members whose strength and experience is in the curriculum and instruction areas of elementary education. The positions include teaching graduate and undergraduate cleases in elementary education, advising students, conducting research and publishings, and engaging in professional, university, and community service. Minimum Ougalifications: Earned doctorate (or ABD if degree is to be finished by August, 1992) in elementary education or acceptable equivalent, at least three (3) years of elementary classroom teaching experience, and hold or be eligible to hold elementary teacher certification. Preferred Qualifications: University teaching experience, record of scholarly producting experience, record of scholarly producting experience, record of scholarly productively and/or service, knowledge of technology in education. and experience in supervising laboratory components in elementary education. All programments of Elementary Education. It is reachers College. Wayne, Nebrasko 8787, Whyne State College, Wayne, State College, Wayne, Nebrasko 8787, Whyne State College, Wayne, State College, Wayne, Nebrasko 8787, Whyne State College, Wayne, State Invitersity of Santh Cardina, Advisord for Elementary Education Interest in College, Wayne, Nebrasko 8787, Whyne State College, Wayne, State College, Wayne

Assistant Director of Student Services The College of Human Ecology invites applications for Assistant Director of Student Sorvices. This position is

one of three assistant directors in the Office of Student Services. Pilmary responsibilities include general academic and personal advising and counseling, development of career services Including career library, and development of programs for international students.

The Office of Student Services is the center of undergraduate student services in the College. providing orientation and new student services minority student services, international student programs, career development, academic ntervention, academic counseling, personal counseling, enrollment, and registration.

The position requires a Master's degree or equivalent experience in an area of student personnel, counseling, or a related field: experience in academic counseling and advising a student personnel work: commitment to work cooperatively with colleagues in the Office and the College; and commitment to help students to successfully ntegrate themselves into the academic life of the College and the University.

The position is available September 1, 1992; an earlier start date may be negotiated. Three-year appointment. Salary: mid 20's. Send cover letter and resume to: Search Committee, Dept. A0401G, Comeli University, Staffing Service, 160 Day Hall, Ilhaca, NY 14853-2801.



Director of Human Resources **University of Houston**

The Haiver sity of Houston is seeking an experienced quetes annual prosessing strong leadership abilities, proven initial principles and a broad background in personnel twices to become the Tries for of Hairian Resources.

The University of Houston is a major research university located on a \$25-see earny is near downtown Choiston. With over \$0.000 and ents and \$1000 falls and partiting employees, it is the largest compute of the University of Houston System. The University is part of the Texas higher edite afron system and office amous dive education and research opportunities through its \$13 colleges and three off campus institutes.

Responsibilities:

Directs staff personnel functions including couplingment, employee relations, compensation, personnel records and framing.

Directs compliance with applicately staff personnel profess and practices.

Directs compliance with applicately staff and federal laws and regulations.

Oversees indimension of benefits programs for facility and staff, and provides havon with UH System benefits planning office.

Coordinates implementation of human resource information systems.

Serves on various University commutees.

Directs staff operations of Human Resource Department.

Reports to: Senior Vice President for Administration and Linance Qualifications: I'en years' experience at human resources in either the private or public sector with at least five in a management position, a prachaste degree in a relevant field or a bachelor's degree with sufficiently broad traditing and experience; ability or work with personnel at all levels; proven communication and management skills, experience in higher education is preferred. Send application by February 21, 1992 for

Ms. Par Deeves Office of the Sentia Vice President, Administration and Finance University of Houston Houston, TX 77204-2162

Please include cover letter, résumé, salary history and three reference contacts. Equi Opportunity, Affirmative Action Limplayer

least three (3) years of teaching experience in early childhood programs or elementary schools, and hold or be eligible to hold enry withdhood or elementary teacher certains experience, experience teaching experience, or didentity and torus floation and transition productit

Elementary Education/Readings Ball State University Muncia, Indiana, Ital State University Muncia, Indiana, Ital State University is seeking reading specialists to serve the Department of Elementary Education. The Positions include teaching graduate and undergraduate courses in reading education and related areas, soper-vising practica, conducting reacach and mibilishing, advising, and community service. Minimum Qualifications: Earned doctorate of ABD If degrees is to be finished by August, 1992) in reading or elementary eincation, with an emphasis in reading or accepted equivalent, at best three 3 is years of feading appearance, hold or be climble to hold teacher certification, and experience with developmental and/or confecults areading programs. Preferred Chalifications

mitted to diversity within its community.

Engineering Technology: Assistant Professor. Responsibilities—(1) Teach course in the meshanical engineering technology department to include Statics, Dynamics, Strength of Materials, CAD/CAM, (2) Develop and feath industrial course; (3) Develop notomition projects; (4) Serve on college comminities, (5) Advice students, and (6) Program confunction and development (Judifications: (1) M. S. degre in mechanical or manufacturing engineering required; (2) Three years' industrial experience preferred. (4) Computer Aided Manufacturing (CAD), Computer Numerical Control (CNC) preferred. Computer Statics (NC) preferred. Computer Statics (NC) preferred. State Jechnical Community Gilege (AS) State Jechnical Community Gilege (AS) Annicola Highway, Chultanooga, Temestee 37406, (615) 697-4458.

THE -J. PAUL

BULLETIN BOARD: Positions available

HEAD, DIVISION OF SPECIAL COLLECTIONS

The J. Paul Getty Center for the History of Art and the Humanities, located in Santa Monica, California, seeks a Head for the Division of Special Collections. Reporting to the Assistant Director, Resource Collections and working closely with the Sr. Bibliographer and Head of Collection Development, the individual will assume full responsibility for the management of the Division of Special Collections and its full-time staff of six. Intellectual collaboration in policy making and planning for the development of the collections will be an important dimension of this person's responsibilities. The Head will also remain au courant in literature of his/her own and related fields and in knowledge of history, sources, markets and critical issues relevant to the Center's scholarly mission.

The successful carulidate must have a minimum of five to seven years' administrative experience in a complex academic or research Institution, proferably one of an interdisciplinary character. The Head of Special Collection should be a scholar who is sensitive to the needs of research conducted in a multi-media interdisciplinary environment. An interest in the history of art and/or related areas of the

A Ph.D. in a subject area or equivalent training and experience is required. Broad reading knowledge of foreign languages is required with complete fluency in at least one western European language

An excellent benefits package and salary commensurate with qualifications and experience will be

Please do not reply directly to the Getty Center. Send resume including salary history to: Morris & Berger

201 South Lake Avenue, Suite 700 Pasadena, California 91101 Tel: 818-795-0522 Fax: 818-795-6330

The J. Paul Getty Trust is an equal opportunity employer.

COURSEWARE DEVELOPMENT **SPECIALIST**

Tulane Computing Services seeks an antividual to coordinate develop-ment of instructional software Responsibilities include supporting courseware development projects, researching computer resources, and pervising student programmers

Bachelor's degree, proficiency with Macaylosh and IBM hardware and nameur's degree, proficiency with Macantosh and first hardware and peripherals; experience with software authoring tools (e.g., C. Pascal, HyperTalk, AVC), courseware development, user interface design; ex-cellent verbal and written communication skills, familiarity with net-works, shared computer systems, and academic setting Send letter of application and resume by February 21, 1992 to:

Tulane University Office of Human Resources Diplown Square 200 Broadway Suite 318 New Orleans, LA 20118 Infane University is an AA-LOI

Tulane

DIRECTOR OF PLANNED GIVING

franklin University seeks an individual to direct new efforts in planned giving. Under excellent leadership and a strong board, the University is completing a successful \$6 million capital campaign. individual should be an expetienced fund raiser with two or more years of planned giving experience and possess knowledge of estate tax laws and charitable giving vehicles. Competitive salary and benefits. franklin University, located in downtown Columbus, is a private comm

Institution with approximately 4000 students (mostly adults) and 21,000 alumni. Bachelor of Science degrees are offers in the College of Business and Technology and the College of Arts and Sciences

Send letter of application, résumé detaiting accomplishments and qualifi-cations, and the names of three references postmarked no later than february 28, 1992 to: FRANKLIN UNIVERSITY

Personnel Department - DPG 201 S. Grant Avenue Columbus, OH 43215

Equal Opportunity Employer MT/D

Inglish: Louisians State University at Functional processing and a contract of the contract of

Englah: Instructor Lacated in sub-situal Ranas Cary, Johnson County Correspond College, with an entrollment of over 15.540 students assubserves as the sensitive antiques to the Institute teaching resistons to the Englandepartment to begin August. 1992 Each early two position will teach purmarity developmental uniting and regular compoundate, possibly some intensiver Teach.Car food consists of 15 nouse per servester. Prior golden teaching experience is required, preferably as a composition and rhetures is detrained in composition and rhetures is de-

winds a series of the control of the

DIRECTOR OF LEARNING RESOURCES

Sul Ross State University Invites applications and nominations for the position of Director of Learning Resources. Requirements: ALA accredited MLS; broad academic and/or research library experience; comprehensive understanding of the library role in undergraduate and graduate Instruction; familiarity with Innovative technologies, automated library systems, and traditional aspects of librarianship; excellent communication, interpersonal, and managerial skills. Responsibilities: Pianning, budgeting, and administering the programs of the library, audio-visual media services, and archives. Supervises 14 juli-time employees including 5 professional staff. Competitive salary. Submit a letter application, essential transcripts, and the names of three references to: Director of Personnel, Sul Ross State University, Box C-13, Alpine, Texas 79832; [915] 837-8058. Review of applications will begin February 28, 1992 and continue until the position is filled. EEC/AAE. Sul Ross State University Invites

cation, vitac, and three letters of reference to Search Committee, the Dr. Bruce Brandt, English Department, South Dakota State University, Broakings, South Dako-ta, 57007-1397, Dendline March 16, 1992, or unti filled. AA/EEO Employer: miloorities and women are ecouraged to apply.

and women are economaged to appaylengths. American Literature, any specialization. Secondary strength in Rhetoric,
writing Across the Curriculum and/or English Education. Assistant Professor, lenture
track. Ph.D. in hand by August, 1992.
Some college teaching required. High
School teaching experience an asset. Capital University, a small, multi-purpose Lutheran university has interdisciplinary our
curriculum for all undergranduses. English
faculty teach core writing courses; some
teach humanities. To apply, seed letter,
vita and recommendations to Professor
ital and recommendations to Professor
Mary Baster, Acting Chair, Department of
English. Capital University, 199 East
Main Street. Cohumbus, Ohio 41209, by
March 1, 1992. EOE.

en, minorities, and disabled individuals are encouraged to apply.

encouraged to apply.

English: Composition. Virginia Wosteyan College is secting a person with strong credentals in English composition and rhetoric to teach three freshman level writing courses and one sophomore level literature course. The preferred candidate will demonstrate a firm carper commitment to excellence in the teaching of composition and hold a graduate degree with an area of specialization in composition, including coursework in current theory, research, and methodology in that field. A secondary concentration in multi-cultural 4nd / or women's literature would be belieful. A doctorate is preferred. Teaching experience in composition at the college level is essential. Rank: Instructor of Assistant Professor. Sakery: commensurate with experience. In composition at the college level is essential. Rank: Instructor of Assistant Professor. Sakery: commensurate with experience. The college is located in one of the nation's most destrable living environments on a 100 acre campus astrict the Norfolk/Vindina Bach city boundary. Begin: late August, 1992. Send letter of application and risume to. Dr. William M. Wilston. Denn of the College. Virginia Wesley-

ATHLETIC DIRECTOR

Avila College in suburban Kansas City, Missouri, sponsore the Sister of Saint Joseph of Carondolet, invites application an Athletic Director to guide its six sport NAIA program; related athletic responsibilities (soccer, volleyball, men's women's baskotball, softball, baseball). The Athletic Director, be expected to provide leadership in the context of a Studentered liberal arts institution. Successful candidates sh have a master's degree and athletic administration experie Position available 61-92. Applications should be sent to The R. Lease, Vice-President and Doan for Student Affairs, Avila lege, 11901 Wornall Road, Kansas City, MO 64145. Avila is an AA employer and encourages minority candidates.

English: Tenure-track position as assistant professor available Fall, 1992 to teach comparison as well as courses in a literary specialization. Consideration given to all specializations with preference to applicate the professor of the profess





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Director of

Admissions and Financial Aid

UNIVERSITY OF PITTSBURGH AT ISBADFORD, the Pitt system's dynamic and fastest-growing college, seeks are energetic, creative, and talented Director of Admissions and Francial Akd. Reporting to the Office of the President, this person is responsible for the administration and management of the Admissions and Francial Akd Office, as well as the development of the college's stategic marketing plan. The Director supervises a professional staff of bull-time and 1 part-time, and 3 support staff in addition, the Director participates with other members of the enrollment management team and with its Office of the President in strategic planning, and in achieving the institutions's mental annoliment objectious.

tion's overall enrollment objectives.

In less than 30 years, PITT-BRADFORD has developed into a comprehensive four-year college of the University of Pittsburgh system to state-related institution. PITT-BRADFORD's mission calls for excellence in teaching and teaming, and service to its region. The College offers over 30 baccalamente degree programs in a wide variety of liberal and professional studies. Over 1200 students, two-thirds of whom are full-time, study on a picturesque 145-sere campus located one mile from downtown Bradford. 500 students live on campus. Bradford, a northwestern Pennsylvarda city of 20,000, is located adjacent to the scenic Allegheny National Forest, where opportunities for outdoor sports and recreation abound.

outtoon spiritualis. Master's degree and 3-5 years' expenence in admissions, finandal aid, and/or enrollment management. Salary is competitive.

Dr. K. James Evans, Chair Search Committee for Director of Admissions/Aid University of Pittsburgh at Bindford Bradford, PA 16701-2898

Review of applications begins March 1, but applications will be accepted until the position is filled. AN/EEO.

COLLECTION DEVELOPMENT LIBRARIAN/

MANAGER OF COLLECTION SERVICES

MANTED: Innovative librarian to revitable collection development

program, integrating traditional print collections with non-print omputer based information resources. Reporting to the Director, this key position will develop and manage the program, foster ongoing collaborative relationship between faculty and librations. and provide leadership and support for the collection development advities of each Bucknell librarian (14 total). Actively participates

REQUIRED: ALA-MES: substantial experience in academic bibrarian

ship; ability to motivate and develop staff in a matrix environment; Brong communication, skills, demonstrated analytical and planning abilities. Liberal arts background preferred. I tiring Range: low

or maximum consideration, submit letter of interest, resume, and

names and phone numbers of three references, by Man h 23, 1992.

Bucknell University Lewisburg, PA 17837

Applications from members of minority groups are encouraged.

Director of Library Services

Ellen Clarke Bertrand Library

Ann de Klerk

Room 200

in library-wide planning and policy making

Nominations, applications, and inquirtes should be sent to

Bradford

University of Pittsburgh

THE UNIVERSITY OF **ARIZONA**

RESIDENCE LIFE POSITIONS

Department of Residence Life seeks creative and autonomous leaders for inticipated openings listed below. Located in the city of Tucson, where on shines 350 days per year, the University of Arizona is a public, land-tinstitution founded in 1885. The inchopolitan area is over 600,000. Ilment is 35,200. Our 16 residence halfs accommodate 4,800 students. :A COORDINATOR

t In the recruitment, training, supervision and evaluation of Half Direc-ind Resident Assistants for seven halfs (1,300 students). Develop, Imple-I and evaluate plans to achieve desired student development outcomes. 2 as area conduct hearing officer. Provide on-call crisis management, out position reports to the Assistant Director for Education, Master's ce in student development, counseling or related area and two years' rvisory experience as a full-time director in a large hall required. Salary 000-\$23,000 (12-month contract beginning July 1, 1992). Meal plan University benefits plan provided. Send letter of interest, résumé and ences. Candidate files will be reviewed beginning March 10, 1992.

_L-TIME HALL DIRECTOR

ipated opening. Responsible for managing a co-est, 800-bed half and rylsing an Assistant Half Director (grad, assistant) and 16 Resident Assis-: stati selection, training and evaluation; programming, student conduct building maintenance. Reports to Area Coordinator, Master's degree in ant development, counseling or related area preferred. Previous experi-as a successful half director in a large half required. Salary \$14,500 (10-th contract beginning July 20, 1992). Furnished apartment, meal plan University benefits package provided. Please request application materi-landidate files will be reviewed beginning March 10, 1992.

ADUATE ASSISTANT HALL DIRECTOR

to ten openings anticipated. Responsible for managing a small to medirall: staff selection, training and evaluation; programming; hall govern-t; student conduct and maintenance. Reports to Area Coordinator. Cantes must be admitted to a degree program in the Graduate College or the age of Law. Assistantships are from une-third time to two-thirds time, a range of \$4,900-\$9,800 (10-month contract beginning July 27, 1992). ished apartment, meal plan, and out-of-state tuition waiver included, se request application materials. Candidate files will be reviewed begin-March 10, 1992, continuing until all positions are tilled.

presentative will attend the 1992 OSHKOSH PLACEMENT EXCHANGE. Direct inquires and applications to:

Greg Ziebell The University of Arizona Residence Life 208 Signaker House Tuscon, AZ 85721

(602) 621-6400 UNIVERSITY OF ARIZONA IS AN EEO/AA EMPLOYER, WOMEN AND PERREPRESENTED GROUPS ARE ENCOURAGED TO APPLY.

irector of Purchasing

tablish and implement policies to direct the operational, finan-it, and personnel functions of the purchasing department for a ge private University. Develop and implement detailed procure-int policies and procedures including complex contract negotia-ne and bid specifications for both major and minor capital ex-nditures and service contracts, develop detailed procedures for a distribution or sale of surplus property, develop discount resments and implement minority vendor programs. Coordinate **Total Control Contro d direct the development and implementation of a centralized rchasing system to be integrated with the current on-line acunting system. Bachelor's degree required; MBA preferred. minum of ten years of progressively responsible supervisory ex-rience in the purchasing field, preferably in higher education. Certified Purchasing Manager (C.P.M.) preferred. Systems design d implementation experience required. Send resume to: Cheryl a inflamentation experience required. Send resume to: Cheryl hitfield. Employment Manager, 170 Ryder Hall, rthoastern University, 360 Huntington Avonue, Boston, MA 115. Northeastern is an Equal Opportunity/Affirmative Action, the IX University.

M Northeastern University

as a Second Language: Director, to Program Director of proprietary e school located at C. W. Post cambons Island University. The New te is one of four U.S. and two forte is one of four U.S. and two forit schools rub by the International
ge Schools division of ASPECT, an
ional education compony headsol in San Francisco. The C. W.
nous has an intensive program, anipreparation program and ESP proSalary competitive, with benefit.
I TSSL or related field. Minimum
sars' teaching experience plus one
administrative experience. Letter,
il addresses of three current referprofunt T. Thaston: ASPECT interI Lensuage School; Long Island
sity, C. W. Post Canquis; P. O. Box
rook-life, New York 11548; Fax
6-A215. Review starts late lanuary;
available February. Interview
ark or San Francisco (fex: 415-243candidate's expense.

Education: Assistant Professor, ten-it, beginning August, 1992. Ph. D. or required. Salary: Commensurate adenic qualifications and experi-reaching responsibilities include Education, Freshman Composition

English/Boading: Opening for individual to teach in a developmental program in rending and English and train and supervise a peer tutoning program for college students. Applicants should be committed to working with many levels of students from disadvantaged backgrounds. Minimum qualifications include a masters' degree in English and/or a minimum of 18 graduate bourg in English. Two years' experience in teaching reading preferred. Send letter of aprilication, résumé, transcripts, and three references to: Dr. Paul S. Moys, Vice President—Academic Affairs, Union College.

Barbourville, Kennicky 40506. Applica-



UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT Financial Systems Manager

DOE Laboratory Oversight Program

The Office of the President is the central administration for the nine campuses in the University of California System (UC). In addition, the Office of the President, under contract with the Department of Energy (DOE), manages three laboratories, Lawrence Berkeley Laboratory, Lawrence Livermore National Laboratory, and Los Alamos National Laboratory.

Reporting to the Special Assistant for Laboratory Administration, the Financial Systems Manager will be responsible for oversight of policy implementation and compliance with those sections of the DOE-UC contract affecting financial systems. Responsibilities will include development and implementation of financial policies applicable to the Laboratory; oversight of self-assessment and contract compliance for relevant sections of the DOE contract; interaction with DOE on all contract compliance issues regarding financial systems; interaction with the Administration Program Evaluation Manager for the development of financial systems self-assessment tools and for the operation analyses related thereto; periodic review of the effectiveness of the criteria established for financial systems contract compliance; analyses and review of new DOE financial systems orders (or equivalent) and assessment of their applicability to the laboratories.

REQUIREMENTS: Degree in Business/Accounting, MBA@coulvalent.

bility to the laboratories.

REQUIREMENTS: Degree in Business/Accounting, MBA/equivalent preferred. Substantial financial experience in large multi-program scientific research organization, preterably DOE related; understanding of the workings/management of the scientific research environment; understanding of federal budgeting and accounting systems and of educational contractors; experience with audit and operational assessment activities in financial organizations. General knowledge of the DOE financial policies a definite plus. A "Q" clearance will be required.

SALARY RANGE: Commensurate with qualifications and experience.

SALARY RANGE: Commensurate with qualifications and experience. Send resume by March 6, 1992 to Betty M. Armstrong, Heidrick and Struggles, Inc., 300 S. Grand Ave., Los Angeles, CA 90071. AA/EOE.

REGISTRAR/DIRECTOR OF ADMISSIONS

Armstrong State College invites applications for the position of Registrar/Director of Admissions to be available July 1, 1992. The Registrar/Director of Admissions reports to the Dean of Academics and Enrollment Services. This office is responsible for recruitment, admissions, registration, and all functions related to these responsibilities.

- Armstrong seeks an individual who:

- possesses outstanding prior experience and success in the field of enrollment management;
 possesses strong management and team building skills;
 demonstrates success as an administrator with the capacity to manage both personnel and budgets;
 demonstrates a commitment to building diversity in the college community, among employees and students.

 Challifestions: Matteria

Qualifications: Master's degree required. Administrative experience in admissions or student records management required, as well as experience with information systems.

A letter of application, a current résumé, and at least three let-ters of recommendation must be postmarked on or before March 13, 1992. Applications should be sent to William L. Megathlin, Dean, Academic and Enrollment Services, Armstrong State Col-lege, 1935 Abercorn Street, Savannah, GA 31419. Georgia is un open records law state.

Armstrong State College 18 an Affirmative action, Equal opportunity employer.

March 12, 1992. RECIAA.

Environmental Education: Assistent Director of Programs for the Roger Tory Pelerson Imiliate of Natural History. Permanent. Salary: 323,000-330,000 pius excellent frince benefits and relocation stipend. Description: Primary responsibility will be to execute projects in the Institute's nature education program, nationally. Projects support teachers in formal and informal settings to educate children about the natural world. They involve teacher training, direct classroom work and publishing. Qualifications: A passion for environmental education; demonstrated ability as a project facilitator; RA/IBS preferred in a discipline of antural history and humanibes. References ossential. Apply: Résoiné, Contact: Send personality written letter of interest and rationale of qualifications to Dr. William L. Sharp, Director of Education Programs.

ployer.

Executive Director: Arizona Community Colless Board, The Arizona Community Colless Board is acciding a replacement for their Executive Director, who is leaving of their Executive Director, who is leaving of the June 19th. The new Executive Director is a scheduled to begin July 1, 1992. The Executive Director is the full time paid administrative leader of the Board, superviers the State Office Staff and serves as the principal professional-level staff person responsible for organizing, communicating, representing and carrying out potely initiatives as they relate to the state community college system. It is shittlepated the successful candidate will hold an earned doctorate, or equivalent, from a regionally accredited institution, have experience as a system or college other executive officer of a polley-making board and demonstrated evidence of successful teadership, Shary and benefits competitive. See letters of nomination, and/or interest with personal resums, including a minimum of three references to: Executive Director Search, \$225 North Central, Suid 1220, Phoenix, Arizona

Sulte 712, New York, New York 10023.

Executive Director/Agriculture: Executive Director, Wastern Association of Agricultural Experiment Station Directors (MAAESD) is seeking an outstanding administrator for the position of Basculive Director (formerly Director-AAESD) has responsibilities for regional research of the experiment station Director (MAAESD) has responsibilities for regional research of the experiment stations, coordinaling research among and between the states of the region, and with the USDA regearch agencies operating in the region. Dutles and responsibilities will relate to both national and regional issues. Requirements: An earned doctorate in an agricultural or related discipline; successful leadership experience in a state agricultural experiment station or an equivalent agricultural research organization, preferably as Director. This is a twelve-month, full-time appointment. Salary will be commensurate with experience and quadifications. Submit a retaine, a letter of Intent, and the oames of three or more references. Applications must be received by February 21, 1992. Nominations, résumés, and questions should be directed

83012. Letter of interest will be accepted through March 20, 1992. For further information contact loyee Cameron, Recording Secretary to the Board, at the above address or telephone 602/255-4037, Fax 602/279-3464.

tion 3725 for complete job description.

Executive Director / Writing: Associated Writing Programs. To develop and overset the operations of the national organization for writers and writing programs. Applicants must have fund-raising experience, since the executive director has primary responsibility for contributed funds; islandicant experience in the academy and literary world; the abdity to represent AWP sationally; and management experience, including the preparation of budgets. Reports to AWP Board of Directors. Tidewater Virginia area. Salary commenterate with qualifications. We particularly encourage applications from women and uthorities. Sent latter of intent, resume, and three letters of recommendation tylease provide phonon numbers; by February 21, 1992 (postuma date), to Search Committee, Associated Writtes Programs, 1411 West 49th Street, Old Dominion University, Norfolk, Virginia 23529-0079.

Associate Director, Corporate and **Foundation Relations**

Barnard College, Columbia University seeks an experienced professional as the Associate Director for Corporate and Foundation Relations in the College's \$100 million capital campaign.

The Associate Director will help develop corporate and foundation plans and strategies; identify, research and track prospects; write proposals; and report to foundations and corporations concerning the status and progress of grants. Extensive faculty contact is

A candidate should have substantial development experience and knowledge of foundations. Experience in corporate funding is also important, as are excellent writing skills.

We offer a competitive salary and excellent benefits including 24 days of vacation and tuition remission. Send your resume with salary history to: Employment Supervisor, Barnard College, 3009 Broadway, New York, NY 10027-6598. Barnard is an equal opportunity employer.

THE CAMPAIGN FOR BARNARD

BARNARD

INDIANA UNIVERSITY **Department of Residence Life**

ASSOCIATE DIRECTOR: Responsibilities include coordination of programs and services that relate to student development details of Residence Libraries, community agencies, etc.). Assumes leaching responsibilities as assigned by the Director, Advices Residence Half Assuctation (REHA) executive board, REHA Provident's Connect, and REHA Stadent Run Brisbness. Coordinates advertising, with iting, and selling a before. Assume the coordinates advertising with iting, and selling a before. Assume the coordinates advertising with iting, and selling a before, assume the coordinate REHA and center student government programs, among the residence center. Condinates REHA and center student government unadverse in treshment Registration and Orientation Programs. Assister's degree required with a minimum of few very's central alline administrative experience. Salary competitive, commensurate with experience. Position available [ii] 1, 1912. Application Detailine: February 14, 1992, Interested candidates should submit a fetter of application and credentals to.

Brace A. f.a obs Discrete, Department of Residence Life BH North Jordan, Bloomington, IN 47405

BIT North Jundan, Bioanunghur, IN 47405

COORDINATOR OF RESIDENCE LIFE (Anti-haured Openings). Responsibilities include leadership of graduate and undergraduate stall, promother of an interpresental environment in the residence of centers which supports educational and developmental growth, and cooperation with hunsing management and hand service personnel. Lack center has approximately 1,000 students and all the dynamics of a residential cology including academic advising, residence thall filtranes, orientation programs and so edit bearing days, submitting at a residential appointment with a competitive salary, furnished on campus apartment, full braint, and University benefits. Requirements are a master's degree with two years of residence hall supervisory expensive professor. I visition available July 15, 1992, fromy deather for application is April 1, 1992; process will remain open until positionists are filled. Screening interviews will be field at the Osthoosh Placement Exchange and NAFIAC candidates interview in recenting interviews are requested to submit application by February 21, 1992, interested candidates should submit a felter of application and creenmals to.

Sinant L. Boyd.

Siisan L. Boyd Chair, Coordinalur Search Commillee 801 North Jordan, Bloomington, IN 47405 Indiana University is an equal opportunity, affirmative action employer. The Department of Residence Life is committed to luring a racially and culturally diverse stall. Minority candidates are strongly encouraged to apply.

Energie Physiology: University of the 200-Assistant Professor, Applications in the flor Assistant Professor, Applications in the flor Assistant Professor, Applications in the Physiology, Truce-year appointment with emphasis in Exercise Physiology, Proceeding appointment with emphasis in Exercise Physiology required that backet in the start of the Assistant Physiology of the start of the start

Enriche Science: Assistant/Asion into Professor. The Department of Frencies Science Stelling an Energise Physiologist and Englise Endemissions to fill a tenure biology, smacle physiology, immunicagy, modernal control and the endemissions to fill a tenure biology, smacle physiology, immunicagy, modernal control and the endemissions to fill a tenure biology, smacle physiology, immunicagy, modernal control and the endemissions of the state search program direct these and disternations, teach undergradules and statement of the program of the endemissions, teach undergradules and statement of the endemissions, teach undergradules and statement of the endemissions of the control of the endemissions, and interest clustly with an active research faculty in the original statement of the endemission of the control of the endemissions of the endemission of the endemi

We are leoking for multivated individuals, committed to diversity issues, to accept the challenge of a full-time position giving leoderating to residence life programs in an undergraduate residence hall. Responsibilities in clude supervising an RA staff, advising hall government, programming and judicial bodies, and assignment to a complex-feed project.

HA and issulership conselectory.

tha comparative project
BA and leadership experience re-quited. MA and hall stall experience preferred. Current salary \$15,425 plus lurnished apartment, board and ben-efit package for 10 months. Summer employment available.

University of Indianapolis

DEAN

SCHOOL OF NURSING

HALL DIRECTORS Iowa State University

Interviewing at Oshkosh, ACPA and NASPA Submit a letter of applica-tion, résume and three letters of refer-ence to Patricia I. Robinson, Depart-ment Coordinator of Residence Lite, 1214 Friley Hall, Ames, Iowa 50012. Desalline: April 1 or until filled. AA/ FOE:

Chief administrative ufficer and academic leader of the school, lenure-trackposition at associate or professor level.
Must have earned doctorate in nursing or related field, with a gaduate degree in nursing. Must have demonstrated administrative leadership within academic or ligalith care organization. Salary and benefits competitive, commensurate with crestentials and experience. Anticipated date of appointment: I July 1992. Sexual manusation or letter of application, with curriculum vitae, bathscripts and the names of three references to:

Attach Miss. Chair. Sexual Computing Martin Thie, Chair, Seatch Comri School of Nursing University of Indianapolis 1403 U. Hauna Avenue Indianapolis, IN 46227

LIBRARIAN OF THE BURNDY LIBRARY

Dibner institute for the History of Science & Technology

The Dibner institute for the History of Science and Technology is seeking a head librarian and curator of the Burndy Library who will possess the creative enthusiasm, intellectual breadth and professional skills to make the Library a vital, scholarly resource in the field of the history of science and technology at its new home at the Dibner Institute in Cambridge, Massachusetts. The Librarian of the Burndy Library will play a major role in planning the library's future development, oversee all library activities, supervise a small professional and support stall and serve as key representative of the library to Dibner institute scholars and students, the libraries of Dibner institute consortium member institutions and a variety of external constituencies.

We invite nominations and applications for this position.

The Dibner institute for the History of Science and Technology, located at MIT, was established by the Dibner Fund as an independent consortium of five Boston-area Institutions of higher learning (the Massachusetts Institute of Technology, Harvard, Brandels, Boston University and the American Academy of Arts and Sciences) whose purpose is to loster scholarly activities in the history of science and technology. Initiated in 1987 by Bern Dibner, scholar, inventor and founder of the Burndy Library of Norwalk, CT, the Dibner Institute is scheduled to open its doors in the fail of 1992. It is to become a research center where invited scholars from the United States and abroad can work independently as well as with propagations from consortium universities and with Dibner Institute graduate student independently as well as with colleagues from consortium universities and with Dibner Institute graduate student fellows. The Dibner institute will also promote the growth of the history of science and technology by sporsoring a variety of projects at the frontiers of scholarship in those and allied fields of inquiry.

The Burndy Library, a major scholarly resource in the history of science and technology founded in 1936, will be moved to the Dibner institute facility which will be responsible for its operation and will ensure that the library's collections are preserved, extended and made available to scholars as well as to the public at large. The Burndy Library collection of books, manuscripts, pamphiets, early scientific instruments, memorabilia and works of art will serve as a core library resource for Dibner Institute scholars and fellows and for faculty members and students of consortium universities. The institute plans to continue the library's special exhibitions of rare books and instruments and the Burndy Library series of publications in the history of science and technology.

Requirements for the position of Ubrarian of the Burndy Library include a master's degree in library science or requirements for the position of uprarian of the Burndy Library include: a master's degree in ability secretic equivalent preparation, a personal record of distinguished educational, scholarly and professional achievement, a working knowledge of foreign languages, varied and responsible administrative experience in an academic or research library including experience with the applications of computer technology and close familiarity with the world of rare books in the history of science and technology. The successful candidate should show evidence of leadership in the profession and the commitment, imagination and ability to help shape a unique research library in a

Salary is competitive and commensurate with qualifications and experience. Review of nominations and application salary a competitive and commensurate with quarketions and experience, review or infiliations and applications will begin on March 1, 1992, and will continue until the position is filled. Send letter of nomination or letter of application, including resume and references too Evelyn Simha, Chair, Burndy Library Search Committee, Office of the Executive Director, Dibner Institute for the History of Science and Technology, 38 Memorial Drive, Cambridge, MA 02139. The Dibner Institute is an Equal Opportunity and Affirmative Action employer and encourages women and members of minority

DIRECTOR OF SCHOOL ADVANCEMENT

ment under Business Administration. On the March 10 the M

Sacred Heart Academy, a private Catholic school for young women in grades 9-12 with an enrollment of approximately 700, is seeding a Director of School Advancement. The purpose of this position will be to formalize the school's fund development program.

The director will be responsible for all facets of the Annual and Capital needs of the school in addition, the director will oversee the school's Public Relations efforts and be responsible for two special events.

This candidate must have 2.4 years of fund development experience at an educational institution including an exposure to all phases of a day-to-day development program. A flact-hot's degree is required with a Master's degree pretend.

Submit fetter of application and resume by March 15, 1992, to: Search Committee, Director of School Advancement, 3105 Lexington Read, Louisville, KY 40206.

An Equal Opportunity Employer

inuit. The University of Alaska, Statewide Programs and Construction, is seeking qualified applicants for the position of Facilities Planning and Construction of Fracilities Planning and Construction of Practifities Planning and Evolution of Practifities Planning and Evolution of Practificial Construction Construc

Financial Ald: Director of Financial Planning, Lees-McRae College seeks a Director of Financial Planning. B.A. or B.S. with at least three years' experience in college financial aid or related educational field required. Position starts with solvection of candidates, no bater than June 1, 1992. Send résumé and three references to Lees-McRae College, Personnit Office, P.O. Box 128, Banner Elk, North Carolina 28604-0128. Selection process begins immediately; concludes when suitable candidate is identified. EOH.

Professional Opportunity **COORDINATOR OF DATA SERVICES**

The Coordinator of Data Services is the system administrator responsible for the daily management and operation of all NA:CU/NiICU computer equipment. As the principal computer programmer, the Coordinator of Data Services provides data and information support to NA:CU/NiICU staff operations. The Coordinator of Data Services also assists in research and policy analysis activities through planning and designing survey activities, analyzing survey data, and acquiring data from outside sources.

Qualifications • Familiarity with UNIX operating system and Sun workstation and net-

work environment;

• Proficient in SAS, WordPerfect, and Lotus 1-2-3;

• Extensive knowledge of and experience with database systems and data communications;

Ability to work closely with stall members, consultants and vendors;
 Ability to communicate effectively with individuals having with individuals having little experience with or expertise in computer technology;
 An undergraduate degree in a relevant field.

Preference will be given to letters of interest and résumés received by February 14, 1992. NAICU/NIICU is an equal opportunity employer. Please apply to:

Director of Personnel NAICU/NIICU 122 C Street, N.W., Suite 750 Washington, DC 20001-2190

twithin 2 years) latters of recommendation to Kathryn Elton, Chair; Forensics Search Committee; Division of Communication: Bradley University; Peoria, Illinois 61625. For full consideration, materials must be submitted by March 15, 1992. Seratening will continue until the position is filled. Bradley University, EOAA amployer.

Forest Ecology: Assistant Professor. The Illipteratity of Georgia Warnel School of the Professor. The Illipteratity of Georgia Warnel School of the Professor.

Bradley University, EOAA employer.

Forest Ecology: Assistant Professor. The University of Georgia Warnell School of Forest Resources seeks applicants for a twelve-month tenure track position in Silviculture and Applied Forest Ecology. Responsibilities are divided between research (75%) and teaching (25%). Desired areas of expertise include, but are not necessarily limited to, process modelline, stand dynamics or vegetation management. The successful applicant will be expected to develop an ective present hand graduate program. The candidate will also be responsible for teaching an undersruduale course in silviculture and development of a graduate course in silviculture and development of a graduate course in silviculture and development of a graduate course in his or her are of expertise. A Ph. D. in French, preferable. Worthistic and the program of the program o

Rollins College

Winter Park, Florida

DIRECTOR OF

STUDENT ACTIVITIES AND

LEADERSHIP PROGRAMS

Rollins College, a four year residential, private, liberal arts college with 1450 undergraduates, is seeking a Director of Student Activities and Leadership Programs. This is a senior position in the Division of Student Affairs and reports to the

Dean of the College. The Director has broad responsibilities for applying student development theory in the areas of student organizations, government, media, fraternities and

sororities, volunteer and service programs, wellness pro-

Minimum qualifications include a Master's degree in Higher

Education, Student Personnel or related field and 3-5 years

Education, Student Personnel or related field and 3-5 years professional experience with progressive levels of responsibility for student programming. A commitment to serving the needs of racial/ethnic minorities, women, gay and lesbian students is required. An appreciation and understanding of the mission of a private, liberal arts college is desired, as well as experience with a traditionally aged expendiction. The existing is available time 1, 1992.

Applicants should submit a letter of application, resume and names, addresses, and telephone numbers of three references before March 16, 1992 to: Search Committee for

Director, Student Activities and Leadership Programs,

Office of Personnel Services, Rollins College, 1000 Holt Avenue-2718, Winter Park, FL 32789. A representative will be available for preliminary interviews at the ACPA and

The University of Tennessee

at Chattanooga

DIRECTOR OF UNIVERSITY RELATIONS

The University of Tennessee at Chattanooga, a metropolitan university of

ne university of Tennessee at Chattanooga, a metropolitan university of approximately 8,000 students, seeks an experienced administrator whose responsibilities include directing a comprehensive university relations program, cultivating productive relationships with the media, institutional marketing and increasing UTC's visibility regionally and nationally. This individual will be a key member of the institutional Advancement Division and will report to the Executive Vice Chancellor/Vice Chancellor for Development.

Qualifications require a bachelor's degree in communication/journalism or related field, three to five years of demonstrated success in public relations, and evidence of an understanding of and commitment to public higher education. A master's degree is preferred. Benefits package is

Review of candidates will begin March 2, 1992 and will continue until the position is filled. Applicants should submit a letter of interest, résumé. official transcript of last degree earned, and a list of five references to:

Personnel Director The University of Tennessee at Chattanooga 615 McCalile Avenue Chattanooga, TN 37403

The University of Tennessee at Chattanooga is an equal employment opportunity. affirmative action, Title IX, Section 504, ADA institution.

higher education. A master's degree is preferred. Beni highly competitive. Salary range is \$35,000 to \$38,000.

population. The position is available June 1, 1992.

Rollins College assures equal employment opportunity through a continuing and offective affirmative action program. Minorities and women are encouraged to apply Rollins College maintains a non-smoking campus.

grams and other leadership programs and activities.

California State University, Hayward

DIRECTOR OF THE LIBRARY

THE POSITION

The Director is the chief administrative officer for the University Library and reports directly to the Provost and Vice President for Academic Affairs. The Director assumes major responsibility for financial resources and personnel administration. The Director is responsible for assuming leadership in professional development of Librarians and staff, and planning and establishing goals and priorities for development of collections in support of instruction and research. The Director is also responsible for the quality of public service, the development of systematic approaches to library operations, the application of computer and other technologies to library functions, and physical facilities. The Director plays a leadership role in the development and enhancement of relationships with the surrounding community and in seeking supplementary external support for the Library. The Director represents the library at the University, community, state and national levels.

OUALIPICATIONS

OUALIFICATIONS

A graduate degree in library science from an ALA-accredited library school or a school of equivalent quality. Five years of significant professional library administrative experience, preferably in a four-year college or university. Demonstrated ability and experience in the administration of budgetary matters, preferably in a large public institution. Ability to function effectively in a collective bargaining and shated governance environment; ability to stimulate, develop and evaluate a staff of professional and inon-professional employees; ability to provide leadership and make decisions with respect to library professional and administrative matters. Considerable knowledge of technological developments for library automated systems, on-line services, CIDE-rom resources, as well as other opportunities for enhanced effectivereclinological developments for library automated systems, on-line services. CDE-rom resources, as well as other opportunities for enhanced effective-

THE UNIVERSITY

THE UNIVERSITY
California State University, Hayward is a comprehensive, regional university committed to excellence in teaching, and research and to inecting the responsibilities of a public institution in a large metropolitan area. Located in the San Francisco Bay Area, CSUH serves one of the most culturally diverse pupulations in the nation and seeks to enhance the multicultural character of the campus. The University contains four schools (Arts, Lerters and Social Sciences; Business and Economics; Education; and Science) and the division of Extended Education. CSUH has an eurollment of 13,000; 43% are minority students. The University employs over six hundred full-time and partitime faculty and 850 staff. The faculty is represented by the California Faculty Association in collective bargaining. The University offers a full complement of undergraduate majors and 23 graduate programs at the Master's level.

CAL STATE HAYWARD LIBRARY

The CSUH Library has a budget of approximately \$3 million, a collection of over 800,000 volumes and employs approximately 18 librarians, 24 staff and 100 students. The Innopae On-line System has recently been implemented. A small branch library has been established at the off-campus center in Contra Cosa County.

CSUFI is an Affirmative Action, Equal Opportunity Employer. NOMINATIONS AND APPLICATIONS

The appointment is to be effective July 1, 1992. Screening is expected to begin February 15, 1992. Applications should include a letter, resume, and

Please address nominations and applications to: Chair, Search Committee for the Director of the Library
Office of the Provost and Vice President, Academic Affairs
California State University, Hayward
Hayward, CA 94542-3007

Director of Indian Education Office

The University of Wyoming announces a tenure track position for the Director of the ludian Education Office located in the College of Arts and Sciences with a desire for an immediately tenurable candidate. The Ph.D. or equivalent academic accomplishment is expected, with academic rank to be held in the appropriate department of the University. The applicant is expected to have substantial direct knowledge of the Native American reservation community. Recent experience in such areas as academic services or counseling would be useful. Primary duties will include advising and support services for the University's increasing Native American student population; the recruitment and retention of Native American students from reservation communities and Wyoming's Wind River Indiana Reservation, including lisison with the latter's schools and educational personnet; supervision of University staff in charge of grant-funded NA programs and development of new grant proposals. Teaching and research responsibilities are negotiable. Salary is competitive. Letters of application accompanied by a carriculum vitate and the names of these references should be sent to: Professor Anne M. Slater, Chair, Indian Education Coordinating Council, Co Anthropology Department, Box 3431, University of Wyoming, Laramie, Wyoming 82071. Application reviews will begin March 1, 1992 and continue until an appointment is made. AA/EEO Employer.

German University of California, Santa Harbera, Santa Harbera, Santa Harbera, California 91106-4110. The Department of Germanic, Oriental and Slavic Languages and Literatures at the University of California, Santa Barbera is seaking to fill the position of Director of its Summer Inspirate of German Language and Culture, effective during the period of the Institute in Summer 1992. The Institute currently employs about five visiting faculty from the United States and Europe and emolis exposumately 30 students (mostly high achool leachers) who complete an AMA. In German Language and Culture in three six-week Summer Sestions. The Director is expected to become oriented to the program as Associate Director for the list three weeks of the 1992 Summer Institute, austure the directorship for the last three weeks, and thereafter be appointed direct on a renewable year to year basis, and thereafter be appointed direct on a renewable year to year basis, and the control of the publication and teaching record are exacted. Area of specialization is open and IR.D. is required. The responsibilities of the Director include administrative preparative Director include administrative preparative Director include administrative preparative Director include administrative preparative prepara

Graphic Design/illustration: Graphic Designer/illustrator for East Coast research testitute, rosponsible for creating and executing designs and illustrations for 190.200 projects ner year ranging from recruitment brochures to casebound books. Requires speneral and editorial illustrations for 190.200 projects ner year ranging from recruitment brochures to casebound books. Requires speneral and editorial illustration skills relating to academic and/or research-oriented subject matter. A variety of styles end techniques is preferred. Must be able to handle all phases of design and production including concept development, project design management, type specification, camespreadly mechanicals, photo direction, paper and ink selection. Must have advanced skills in desktop publishing on MACILex using software products such as Papelhaber. Adobe Illustrator, Aldus Prechand, MacDaw, and Super-Pain. Degree from recognized design college or institute. Proyetars' experience with design studid, advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications house. Salary \$32,500/year. Send resumd and copy of advertising agency or publications for some copy of the send of the send of the send of the

The University of Tennessee at Chattanooga DIRECTOR

THE SCHOOL OF SOCIAL AND COMMUNITY SERVICES

The University of Tennessee at Chattanooga invites applications for an academic administrator to direct The School of Social and Community Services in the College of Health and Human Services. The School consists of three educational components: Criminal Justice, Human Services Management, and Social Work. Through its 12 faculty members, The School offers bachelor's degrees and a master's degree in Criminal Justice.

The Director reports directly to the Dean of The College of Health and Human Services and is responsible for administering all aspects of The School, including the curriculum and budget, and providing leadership for the faculty and community constituencies. The position of Director is a

Qualifications for this position include a terminal degree in a discipline appropriate for leading The School, excellent human relations skills and the ability to build consensus, demonstrated administrative ability, a record of academic accomplishments, experience with external funding, the ability to work in a multi-disciplinary setting, and commitment to quality education at both the undergraduate and graduate levels.

The University of Tennessee at Chattanooga, a member of the University of Tennessee System, has 6,200 undergraduate and 1,100 graduate students. Its 85-acre campus is located in Chattanooga, a mid-sized rity committed to intensive development featuring the beauty of the river front.

Applications, including a curriculum vitae and names and phone numbers of four references to Dr. Deborah Arfken, Chair of the SSCS Search Committee, c/o Graduate Studies, The University of Tennessee at Chattanooga, 615 McCalile Avenue, Chattanooga, Tennessee 37403-

Application review begins March 2 and will continue until position is filled. Appairament is effective August 1, 1992. The University of Tennessee at Chartanooga is an equal opportunity, affirmative action, Title IX, Section 504, ADA Institution.

Special Projects Director - Enterprise Development University of California, Davis

UC Davis seeks a Special Projects Director - Enterprise Development. This position reports to the Associate Vice Chancellor - Business Affairs. And is responsible for development/implementation of a campus Business Enterprise Development Plan. Responsible for coordinating the management of real properly owned/acquired by the campus for business enterprise.

Applicants need thorough knowledge of private and public sector business practices, the real estate development process, and financial feasibility analysis. The position requires excellent interpersonal, written, and oral communication skills. Experience working for or with complex research universities is highly desirable.

Submit résumé and 3 letters of reference by 3/16/92 to Janet C. Hamilton, Vice Chancellor - Administration, UC Davis, CA 95616, EOE.

Health Care Administration: The Medical University of South Carolina, College of Health Rolated Professions, Pull-time Bentry position in Bachelor of Health Scheness program, an articulation program for practicions health professionals. Health care manuagement and educations articles ration for the summer institute as well as residence and teaching on the UCSB campus during the sessions. The administrative appointment carries an annual stipend, the appointment carries an annual stipend, the deathing appointment a salary by agreement. Please send letter of application and up-to-date curriculum vine as well as the narces and addresses of at least three references familiar with your work by March, 1992 to: Lamence A. Rickels, Chair, Department of Germanic, Oriental, and Shavic Languages and Literatures. University of California, Santa Barbara, California Santa Barbara, California 91164-4130. An Equal Employment Opportunity, Affirmative Action Employer.

Graphic Designvillustration: Gra

Health Instructor/Assistumi Professor/Associate Professor Community Health State University of New York Corland, tenuratizate. Doctorate in Community/fuelic Health Department in Community/fuelic Health Department in Community/fuelic Community Health Education; special community Health Education; for an IProfessor, tenure track Teach understandate Community Health Education; Health Potentials Professor, Jenuer track, Teach and Professor, Jenuer track, Teach a Current references must be provided on re-quest. Proper documentation of identity and employability and official transcripts required at time of comployment. East Caro-ina University is an Equal Opportunity. Aftirmative Action University and as such encourages applications from qualified women and minorities.

Health/Physical Education: The Health, Physical Education and Recreation Division at the University of Wisconsin Oshkosh is seeking candidates for a tenured Associate or Full Professor position to administer the Division of Health, Physical Education and Recreation within the College of Letters and Science beginning September 1, 1992. Doctorate in Health, Physical Education or Recreation is required. Administrative training and experience is preferred. College-level teaching proficiency and demonstrated record of scholarship commensurate with appointment to senior counterest consequent eaching proficiency and demonstrated record of acholarship commensurate with appointment to sealor reak with tenure. Experience with external funding desirable. Responsible for apporting the season of the

Health Services Administration: Plorida International University is searching for a tenure-track faculty member for the Fall of 1992. Candidates should have demonstrated research record or considerable promise in conducting research. Academic backgrounds and teaching interests in health services finance, strategic rhanning, marketing, management information systems, quality assurance and risk management. Candidates must possess a doctoral degree preferably in management, business, or one of the social or health sciences. Runk may be assistant, associate or professor and is fourse acraine Fill is a greating to the processor. one of the social or health sciences. Rank
may be assistant, associate or professor
and is tenure earning. FIU is a growing urban university with 22,000 atudents located
in the dynamic diami metropolian sizes
The Oreater Miami community, with its
wide spectrum of elanic groups, languages
and cultures, provides challenging opportunilles for health administration practice and
research. The Department of Health Services Administration has It faculty and offars both bachelor's and master's degree
programs and is one of four department in
the School of Public Affairs and Services.
Soad letters of application, curriculum vitae and pames of these references by March
12, 1992 to Chair, Search Committee, Department of Health Services Administration, Florida International University
Iy is a member institution of the State University System of Florida and is an Equal
Opportunity, Affirmative Action Employer. History: Hastings College seeks to fill full-time tenure-track position in history, to be-sin August, 1992. Qualifications include competence in as many of the following ar-cas as possible: early and modern Europe, Third World, Western Civilization, and World Vigilization. Specialties in other

U

CHATTANOOGA

History: Linfield College areas of solid in ure-irack assistant professor position in Asian History beginning Soptember 1992. Teaching will involve a variety of Asian history courses and two sections of water Culture, a general education course required of all students. Emphasis on East Asian studies, madern Chine, and modern Asian studies, madern Chines or Japane. Ph.D. required by September 1992. Preference for Chinesa or Japanese specialty. but other Asian history fields consistent to the conference of the consistency of the conference of the

History: Linfield College seeks to fill a tes-

History: Salisbury State University has two openings for assistant professor (sequentrack), effective Fall, 1992. 1) Tweather Latin America desirable: 2) about leather to cor or more of the following material columns are suggested to the control of the following material columns are suggested to the control of the following material columns are suggested to the control of the columns of the following material columns of the columns of th

DIRECTOR OF TEACHER EDUCATION

BULLETIN BOARD: Positions available

Academic Coordinator Series

The UCR School of Education is seeking to recruit a Director of Teacher Education within the Academic Coordinator series. Teacher service with the addenal title of Lecturer in Education is also desired.

addonal title of Lecturer an Education is also desired.

We are particularly interested in applicants who have a strong interest in astive approaches to teacher education and who have experience in directing and a demonstrated record of successful work with feachers and administration local schools is essential. An Ed.D. or Ph.D. degree in a field related to perform administration of successful work with reachers and administration of successful work with reachers and administration of successful work with reachers and administration of successful work with the successful with th

In University of California, Riverside prepares approximately 200 candidate yearly for service in California elementary schools, middle schools, and six shools in addition to offering student teaching and intern teaching spoundies for the multiple-subject and single-subject teaching credentials, so school offers programs of specialized preparation in hillingual education and special education. Through the work of its Comprehensive Teacher Education listing, the School operates a professional development school appears to secondary teacher preparation in cooperation will the faculty and simistration of a local high school.

The position covers the fiscal year (July 1 through June 30), with salary stim the academic coordinator series dependent upon experience and qualizations. Starting date for the position is negotiable, with either a July 1 or September 1, 1992 starting date preferred.

APPLICATION PROCESS

Candidates wishing to be considered for the Director of Teacher Education poston are invited to send a letter expressing interest accompanied by a cornet vita. In addition, the candidate should solicit at least three letters of strence. Letters of reference which are submitted directly by the candidate will not be considered. All materials are to be sent to:

Professor Dan Dontan, Associate Dean School of Education University of California Riverside, CA 92521-0128 (714) 787-5228/(714) 787-3942 (FAX)

Persons seeking additional information regarding this position or who would be to make nominations regarding this position, should address their inquires to Associate Dean Donlan.

Application Deadline: April 17, 1992

The University of California, Riverside, is an equal opportunity, affirmative atton employer and seeks applications from uninority candidates and women, a well as from other qualified persons.

REGISTRAR

University of California, Riverside is looking for an individual tomanage the overall operation of its Office of the Registrar, a

The Registrar directs academic records management, course inhedding, catalog production, and data distribution activides; drects implementation of information management systems, and coordinates computing needs of the Oivision, Participates in academic scheduling and student records management decision-making. Supervises staff of about 20; administers \$500,000 budget.

The ideal candidate will have education and experience equivalent to a Bachelor's degree (advanced degree preferred) and demonstrated ability to manage human, financial and information resources in a complex college registrar's office. Requires comprehensive knowledge of computing systems and an educational philosophy in accordance with the Campus mission and functions of a registrar's office. A proven leader with strong oral and written communication skills who worker effects to the communication skills who works effectively as part of a management team and interacts and a well with a diverse population.



Salary range: \$4,608-\$5,758. For consideration, submit application or resume to: University of California, Riverside, Staff Personnel Office, 1160 University Ave., Dept. CH0191, Riverside, CA 92521, We are an affirmative action/ equal opportunity employer.

Minn Alican-American History. St. Mary College of Maryland seeks a historican for a fire a construction of the college of Maryland seeks a historican for a fire a comparabilities shall be the content related to the African experimental temporary of the content for the construction of Ph.D. preferred. Candidate as the comparine to excellent teach time has been preferred. Sahary is competited to excellent teach time has the preferred. Sahary is competited by excellent teach time has the preferred. Sahary is competited by any is college as a public recipient. Maryland and the content of the content of the content of the college of the preferred. Sahary is competited by a fire somewhat and washington, and the maryland tenters of recommendations of the college of Maryland. St. Mary's man allowed by March 11, 1952. Wommen Maryland by March 11, 1952. Wommen Maryland by March 11, 1952. Wommen Maryland School Schoo

History: Faculty, Early Modern/Modern Funger. The College of Saim Benedict invites applications for a tenure-track position in Europe 1500-1500. Both English and continental feacety Eastern Europe) specialities, and all subdield's footial or economic or political or wenter's history angelish. Heave send dorsier to. Kathy Flynn, Personnel Coordinator, College of Saint Benedict, 37 South College Avence, St. Joseph, Minnesott 56374. Women and minorities are economical to apply. Applications received after April 1, 1992 cannot be guaranteed consideration.

THE FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK AT BINGHAMTON

Director of Annual Giving. Reports to Associate VP for Alumni & Development. Supervises annual giving staff. Responsible for organizing and directing comprehensive annual giving program to raise funds from alumni, parents, senior students, community businesses and friends, University faculty and staff. Duties include goal setting; development and implementation of annual plan; recruitment, organization and direction of volunteers; work with Alumni/Foundation staffs; publications development; budget administration; personal solicitations and visits with donors. Qualifications: Bachelor's degree required. Three years' professional or volunteer experience in advancement/development preferred. Excellent interpersonal and organizational skills. Salary commensurate with experience. Submit tetter, resume and three letters of recommendation to Patricia Reynolds, Chair, Screening Committee for Director of Annual Giving, Foundation of SUNY-Binghamton, P. O, Box 8005, Binghamton, NY 13902-6005 by March 1, 1992. (Please, no phone calls.) The Research Foundation of the State University of New York is an EC/AA Employer.

march 1, 1992, (Please, no prone calls.) The Research Foundation of the State University of New York is an EO/AA Employer.

Director of Corporate & Foundation Relations. New position created to expand level of private gifts and grants from corporations and foundations. Reports to Associate VP for Advancement. Works with the deans, department chairs and faculty in writing grant proposals to corporate and foundation funding sources. Works with Director of Support Services to Identify and research potential funding sources. Travels (approx. 25% time) to meet with program officers of corporate and private foundations and to accompany University representatives. Works closely with Foundation and Alumni Office staffs to identify potential volunteers in corporate and foundation networks. Qualifications: Excellent writing abilities. Prior development experience in higher education preferred. Excellent interpersonal skills, and experience in working with deans, faculty, administration and presidents in program development initiatives on a team basis. Bechelor's degree required. Salary commensurate with experience. Send letter, résumé and three letters of recommendation to Louis McKeage, Chair, Screening Committee, Foundation Advancement Office, Room AD-125, SUNY-Binghamton, P. O. Box 6005, Binghamton, NY 13902-6005 by March 6, 1992. (Please, no phone calls.) Strongly committed to affirmative action. Recruitment conducted without regard to race, color, sex, religion, age, disability, marital status, sexual orientation, or national origin.



Director of User Services

NorthWestNet, a regional, NSF-sponsored, communications network focusing on the computing and communications needs of the research and education community, is seeking applicants for the position of Oirector of Usor Services. This position will be responsible for the dusign, implementation, operation, and management of comprehensive information services and user services program developed colleboratively among members in a 8 state region. Specific projects include, but are not timited to, internet training programs, directory services, and on-line document storage and retrieval.

NorthWeatNot solicite opplications from Individuals with a demon-urrated ability to manage large, multi-disciplinary projects involving a varied constitution. A successful history of document and training program development is also desired. Women and minorities are encouraged to apply.

Your correspondence, including a letter of application, curriculum vi-ton, and a liet of three references, should be sent to Den L. Jordt, Sourch Committee Chair. NorthWeatNet, 15400 SE 30th Place, Suite 202, Bellevue, WA 98007. Review of applications will commence Feb. 15, 1992, and will continue until the position to filled.

can or liast Astan. Ph. D. In hand or expected by September 1992. Applications secured for raview until March 15 for possible interview at OAH convention. Send leiter of application, curriculum vises, and placement densier to Peter Frederick, History Department, Wabash College, P. O. Box 152. Crawfordsville, Indiana 1993. With an all-male student body. Wabash College especially encourages applications from women and minority candidates.

History: Quantitative Methods and U.S. Nineteenth Century Social History, The University of Akron, Akron, Ohio 44325. Nineteenth Century Social History afficial Indiana 1993. With an all-male student body. Wabash College especially encourages applications from women and minority candidates.

History: Quantitative Methods and U.S. Nineteenth Century Social History, The University of Akron, Abron, In an addidate's speciality. Ph.D. or advanced ABD, successful teaching record a requirement. Salary competitive. Applications should be received by Wednesday in Applications and surface of the contraction of History. Pennsylvania 17837. Applications from women and members of minority for the College of the College of

weld Crilizations and U.S. history.

Sold depositions districts in enhancing stand delicity of the properties of the pro

History: Nineteemb-century European so-cial history (excluding Britain, Germany, and Russia). Assistant professor, tenure track, beginning September 1992. Ph.D. re-quired. Minor field in twentieth-century cuired. Minor field in twentieth-century Europe desirable. Send curriculom viace, letters of recommendation, and supporting spaterials by April 1, 1992 to Barbara Svans (Laments. Department of History. The

ly eacouraged to apply.

thistory: History/Modern European History: Department of History, Sweet Briary College. Half-dine position for 1992-93 with possibility of renewal for a second and third year to teach three one-term courses (nine-hours) durins the year: 20th-contury Europe in the Fall; Soviet Russla and also Europe since 1700 in the Spring. Fall Term begins September 1. No teaching during the Jamuary Winter Term, Ph.D. and some teaching caperience preferred, Deadline: Merch 6, 1992. Please tend curriculum view, doeslier, of two or three; P.O. Bot 30, Sweet Brier, Viginia 24995, Wolnes and minorities are encouraged to apply. AA/EOE.

Geörge Washington University

Assistant Director for Campus Activities

Applications are invited for an Assistant Director for Campus Activities This person is responsible for assisting the Director of Campus Activities with the design, development and nation of campus and student activities.

GW is committed to enriching campus life for students. This is an important position within the Campus Life organization. which includes Campus Activities, Residential Life. The Cloyd Heck Marvin Center, Information and Publications, Housing

Specific responsibilities include, but are not limited to.

Advising the GW Program Board and its six committees in the design and implementation of activities; advising and maintaining the registration and recognition of student organizations; negotiating binding contracts with performers, exhibitors and other program activities; designing, developing and implementing a peer advisor program to train and direct students in assisting student organizations.

Other responsibilities include planning, coordinating and presenting activities for the GW community throughout the year including summer programs. Parents' Day and Welcome Week; coordinating Campus Activities publications; advising special committees for the Student Association such as the funding hoard. Homecoming and International Week, and developing budgets for organizations and projects related to job function.

A Master's degree in student development or a related field preferred; equivalent combination of training and experience may be substituted. Three years student service administrative experience required.

To apply, send letter, resume and three references to:

Sheila Curtin The George Washington University 2121 I St., NW, Suite 402 Washington, DC 20052

Application materials may be faxed to (202) 994-0353. GW Representatives will be attending NACA in Dallas No phone calls please. Deadline: February 28, 1992.

Abraham Baldwin AGRICULTURAL COLLEGE

Director of Continuing Education

Abraham Baldwin Agricultural College, a two year unit of the University System of Georgia, with current enrollment of 2700, invites applications until March 24, 1992 for Director of Continuing Education. Bachelor's degree required, Master's preferred. Contact Dr. Houser Day, Director of College Services, Abraham Baldwin College, P. O. Box 9 ABAC Station, Tilton, GA 31794-2693. AA/EEO.

Hatery: Assistant Professor, tenure track. Women's, African-American, British or Niceteenth Century Europe preferred. Applicant should have demonstrable constitution and to teaching, research and scholarship. Ph.D. by September 1992 required, Salary compessitive, Initial screening be just April 5. Send letter of application, curriculum vitas, and three letters of reference to W. Benjamin Kennedy, Chair Search Committee, Department of History, West Georgia College, Carrollion, Georgia 30118.

History: Assistant Professor. Will teach survey courses in U.S. and advanced and graduate courses in 20th century U.S. and Latin American history, advise students, perform research for publication, serve on window departmental and understay committees and advise undergraduate, history ration. Position is tecure treat and department encourages the applications of womers and minorities. Ph.D. History, with strengths in roccel U.S. and Latin America. Cook teaching ability, academic record, and potential for recearch and publication. Please send résumé and three peadenic references white intirty days of publication to Donald E. Reynolds. Chair, Department of History. Engl Toyas, State University. Commerce, Texas 75428. ETSU is an equal opportunity, affirmative action employer.

scale rather than comprehensive surveys; apecific content dependent on interests of candidate. Ph.D. or ager completion of disserution required. Send application, carriculum vitae, names of referees, placement file to Professor Philip Curin. Department of History, The Johns Hopkins University, 3400 North Charles Street, Battimare, Maryland 21218. Johns Hopkins is, an Equal Opportunity, Affarmative Action. Employer; qualified women and minurities are encouraged to apply.

The Colorado College

DIRECTOR OF FINANCIAL AID

Colorado College invites applications and nominations for the position of Director of Financial Aid with duties commencing June 1, 1982. For more than a contury, the College has been an educational leader in the Rocky Mountain West and in recent years has emerged as a national illural arts college of distinction. Colorede College is a residential college of approximately 1,805 students and is recognized nationally for its academic excellence and its innovative, intensive Block Plan celendar in which students and faculty are typically committed to one course at a line during three and one-half week units.

Description of Rechipm The Direct of the control of the course at a line during three and one-half week units.

line during three and one-half week units.

Description of Position: The Director of Financial Aid is responsible for all aspects of the financial sid program, reviewing and implementing institutional policies regarding the use of a large portion of the College's budget. The Director provides resourch, projections, and proposals to utilize these funds efficiently. In addition, applicants must be sensitive to the financial needs of a wide variety of students. The Director will play a significant role in the formulation of recruitment and retention offers at the College, as well as strategic planning.

More specifically, the Director is responsible for the daily operation of the Financial Aid Office. This includes that is not limited to: 1) counseling students and parents; 2) deciding specific financial did packages for individual students; 3) interpretation and implementation of regulations regarding fedural and state aid programs; 4) proper utilization and reporting of institutional, embowed, gift, and athletic scholarships; 5) collaboration with the Dean of Admission and Financial Aid, Dean of Students, and faculty in maintaining the College's enrollment goals; 6) supervision and training of professional and support stuff.

The Director of Financial Aid reports to the Dean of Admission and

The Director of Financial Aid reports to the Duan of Admission and Financial Aid. The Vice President for Student Life has overall responsibility for boll: Admissions and Financial Aid. Qualifications: The successful candidate will demonstrate a strong commitment to the liberal arts; proven leaderstip dulity in working with diverse constituencies to develop financial aid strategies that are appropriate for majority, minority, international, and non-traditional applicants; and the technical expertise required to direct a multi-million deliar financial aid program.

A Bacholor's degree and at least 5 years' administrative experience in Greencial aid work are required. Muster's degree preferred. Salary: Commensurate with qualifications and experience.

Appointment Effective: June 1, 1992. Application Procedure: Applications should be received by March 1. 1892, and include a resume of academic or professional experience, a statement outlining interest in the position, and the names and tolephone numbers of three references. Send to:

Terry Swenson, Dean of Admission and Finencial Aid The Colorado Collego 14 East Cache la Poudre Colorado Springa, CO 80903

Culorado College is an equal opportunity employer and invites applica-tions from minorilles, women, and individuals who can address the concerns and/or perspectives of minorities and women.

RESEARCH CENTER College of Engineering and Applied Sciences

DIRECTOR

AEROSPACE

Arizona State University Tempe, AZ

The College of Engineering and Applied Sciences (CEAS) Invites applications for the position of Director of the newly created Aerospece Research renter in the College Qualifications: An applicant is expected to have qualifications consistent with a full-time appointment in the College of Engineering and Applied Sciences at the rank of Professor. A history of significant research experience is required in one or more areas, including Aerosphane, Propulsion, Flight Mechanics, Guidance and Control, Awtonics, Structures, Materials, Robotics, and Automaton, all as applied to the broad area of sensepace engineering Evidence of an ability to generate enternal research support and to develop strong industrial relations is also necessary.

Scope: The successful applicant will be expected to create an environment within which cross disciplinary research is fostered, regardless of the applicant's own specialty. This cross disciplinary research should hing together not only the different departments within CEAS but should include the technical staffs of our local industry.

Some funding for the Center is available from the State, as part of the Engineering Excellence plan. But several local acrospace firms have made significant financial commitments towards the establishment of the Center as well. Finally, federal funding for several research projects has also been obtained. The successful applicant will be expected to build on and expand this support base.

Administration: The administration of the position will be similar to that of the other research centers of the CEAS, and the Director of the Aerospace Research Center will

projects has also been obtained. The successful applicant will be expected to build on and expand this support base.

Administration: The administration of the position will be similar to that of the other research centers of the CEAS, and the Director of the Aerospace Research Center will report to the Dean of the CEAS in that capacity. Teaching and administrative responsibilities with the Director's home academic department will be appropriately released.

Application Procedure: Interested parties should forward a letter of unterest along with a complete resume and names and addresses of these references to: Dr. David K. Schmidt, Chair, Aerospace Research Center Director Search Committee, College of Engineering and Applied Sciences, Arisona State University, Tempe, AZ 35257-8006. The search committee will begin reviewing applications on February 15, 1992, but applications will continue to be accepted until the position is filled. The preferred starting date is sluby 1, 1992, but it is negotiable.



ASSISTANT DIRECTOR OF CAPITAL GIFTS

Works in Capital/Major Gilts Program cultivating and soliching major donor prospects, developing strategies for prospects, providing stewardship services, keeping records current, and supporting others with their prospects. Requires bachelor's degree, fundralising experience, communication skills. Travel required. Knowledge of deferred giving advantageous. Write Immediately with résume to: Capital Gifts Search, Office of Development 8. College Relations, Lafayette College. Easton, PA 18042-1774. Lafayette College.

Director Student Activities

Sidgewater State College is seeking an experienced educational leader with an understanding of student development theory, a commitment to co-curricular learning, experience in advising student organizations and programming experies. The Director is responsible for planning and implementing the student activity program for the College, providing leadership programs, group advising and program planning support. The Director will also assist major student groups and develop and implement appropriate services for commuter students.

The successful candidate will have a Master's degree in Student Person-The SEC-SESSION CAMPACIAN WITH HAVE A CHISCOLD SECTION OF THE PROPERTY IN CAMPACIAN OF THE PROPERTY OF THE PRO

Bridgewaler State College is located approximately 30 miles south of Boston within an easy drive of Cape Cod. The College enterlis \$100 full-and part-time students with \$700 undergraduales and 1900 resident students.

Starling date is July 1, 1892. Send resona and cames, addresses and talephane aumbers of tive professional references by February 21, 1892 to: Mr. Jaha Harpes, Chairperson of the Stadeut Activities Search Committee, Office of Human Respectes, Boydon Hell, Bridgewater Stale College, Bridgewater, MA 02328.



History/Humanities: Arizona State University Honors College seeks applications for a full-time Lecturer. Initial appointment of one to two years, with possible reappointment for three-year terms. Position is non-tenurable. Responsible for teaching four sections of a two senseter seminar introducing honors students to a multi-cultural

History/Cultural Studies: The St. Louis College of Pharmacy is specking an Assistant/Associate Professor with Ph.D. in history/cultural studies whose primary responsibility will be to design and leach a required second-year, two-semanter course in college in the professor of th second-wear, two-semester course in critical managements of the service within set Honora College is guardenessed. The supportance will be taught for the drest time in Pall. 1993, as part of a new curriculum now being suplemented. The instructor also will have the possibility to develop and teach electives. Prefer candidate with experience in active learning and released the history of ticas (e.g. Riesaure, history, philosophy, mamables). Full repossibility to develop and teach electives. Prefer candidate with experience in active learning and released to the history of ticas (e.g. Riesaure, history, philosophy, mamables). Full repossibility to develop and teach electives. Prefer candidate with experience in active learning and released to the history of ticas (e.g. Riesaure, history, philosophy, mamables). Full repossibility to develop and teach electives. Prefer candidate with experience in active learning and released in the history of ticas (e.g. Riesaure, history, philosophy, mamables). Full repossibility authorily for course(s) in a sur-year college or university required. Application in described and the history of ticas (e.g. Riesaure, history, philosophy, mamables). Full repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authorily for course(s) in a sur-year college or wind repossibility authority for course(s) in a sur-year college or wind repossibility authority for course(s) in a sur-year college or wind repossibility authority for course(s) in a sur-year college or wind repossibility authority for cou

History/Political Sciences instructor/Assistant Professor, Doctorate preferred, ABD required. Beginning August 17, 1992, Modera American History Specialist with studies the Political Science. To teach survey and upper level history courses and selected political science courses. Send 16.

G

Home Economics: The University of Collornia Cooperative Extension seeks applications for the position of Home Beonomist in Imperial County, He'she will conduct an educational program in Family and Consumer Sciences thome Economics for all socio-economic surjus, individuals, and associations in keeping with the strategic plan in the hume economics program. Will develup and implement appropriate educational programs and conduct applied retearch to meet local ellentele needs that are consistent with the mission of the University of California Cooperative Extension Home Economics Program. A Master's Degree in Home Economics for a related fetch is required. Coursework for Consumer Economics and/or Economist in Foods and Nutrition is preferred. A minimum of three years' experience in teaching or comminity-related educational programs and in volunteer management is desirable. Application deadline is March 16, 1992. Application deadline is March 16, 1992. Application forms may be requested from and completed applications submitted to: Cooperative Extension, DANR-Southern Resonal Office, University of California, Riverside, California 92521; 714) 787-4604; RAX (714) 787-4675. Affirmative Action, Equal Opportunity Employer.

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sumé and transcripts by February 24, 1992. to Dr. Mark Davis, Barton Collège, Collègo Station, Wilson, North Carollaa 27893. AA/ECE.

Home Economics: The University of Collifornia Cooperative Extension seeks applications for the position of Home Economist in Imperial County. He'she will conduct an educational program in Family and Consumer Sciences (thome Economist for all socio-economic groups, individuals, and associations in keeping with the strategic plan in the home economics program. Will

Humanities: Instructur. Located in auhurban Kansas City, Johnson County Community College, with an entollinent of over 15,000 students each semester, anticipales a full-time regular, entity level 3-month teaching position to bogin August 1992. Prigary gastament in a one-semester interdisciplinary introduction to humanities course with secondary essignments in other humanities course, dependent upon the appointee's qualifications. Teaching load consists of 15 credit hours per semester. Master's degree in a traditional humanitiod discipline required, doctorate preferred. Demonstrable intaining or experience in cultural history or interdisciplinary humanities studies required. Some experience the cultural history or interdisciplinary humanities studies required Some experience teaching in an academic setting required, preferably college teaching. A demonstrated understanding of and commitment to the teaching mission of a community college required. Salary based on degrees and refevant experience. Generous benefit package. Completed application form required. Review of applications will begin March 9, 1992. To receive an application packet contact Human Resources, SCCC, 12345 College, Overland Park, Kansas b6210; (913) 469-3877. Non-discrimination employer.

of Technolosy, 1100 South Marietin Parkway, Marietia, Georgia 30060-289h. Dead-line: March 20, 1992.

Institutional Flanning: Planning Coordinator. Responsibilities: Compiles and enabyses data and percent for institutional management decisions. Draws comprehensive planning implications from institutional and external data. Qualifications: Mayer's degree, doctorate preferred, in quantitative discipline: two years' work in research or planning at a postsecondary institution preferred. Also increased in the Mary-life Captific States of States of County at an advance of the Mary-life Captific States of States of County at a later data and percent of the Mary-life Captific States of States of County at a later data and preferred. Also organize information from a variety of sources, 13 work experience in statustic and quantitative data analysis, using at least two computer applications including Louise, and quantitative data analysis, using at least two computer applications including Louise, including Louise, including Louise, and quantitative data analysis, using at least two computer applications including Louise, including Louise, and quantitative data analysis, using at least two computer applications including Louise, including Louise, including Louise, including Louise, and quantitative data analysis, using at least two computer applications including Louise, including Louise, including Louise, including Louise, and quantitative data analysis, using at least two computer applications including Louise, including Loui and quantitative data analysis, using at less two computer applications including Lotus, SAS or SPSS, and sraphics. Desirable: background in analysis of student data. A writing sample will be requested of fluadists. Salary: commensurate with qualifications. To be assured of consideration, and the names of three references by February 28, 1992 to: Vice President, Academic Affairs, Search, University College, University of Maryland at Adelpel Road, College Park, Maryland 20142-1800. EOB/AA.

Interior Design: Maryville University-St. Louis seeks a full-time faculty member (nine months, tenure track) to teach in the FIDER-accredited Interior Design. Program Within the Art Division. It consists of the within the Art Division. Birth in the Art Division. Birth in the Art Division. It can be within the Art Division. It can be within the Art Division. It can be within the hart Division. It can be within the Art Division. It cands a train the within the Art Division. It can be within the Art

Mrssouri of 1-7 Authority interior Design: North Dakots State University. Rank open, dependent of quality earlier, Rank open, dependent of quality castons. Master's despere in terri design of terminal degree in a related daspin field or professional practice, creative research or professional practice, creative research in the control of the control

Qualifications: An ALA-accredited MLS is required. An undergraduote degree in one the humanities and previous experience in collection development and management a receive strong preference

Appointment will be thate commensurate with experience and qualifications Send Lof application, including resume and names and addresses of 4 references to Some Payne, Arts & Sciences Library, Tuffs University, Medford, MA 02155. Screening for this position will begin on March 30 and continue until the position is filled. Infection of the property is an equal opportunity, affirmative action employer.

SACRED HEART

Office of Residential Life RESIDENCE DIRECTOR

Ithaca College, the largest independent residential comprehensive college in New York State, provides its approximately 6,400 students with a unique blend of liberal arts and professional programs. The College is situated on a scenic compus in the heart of the Finger Lakes, a region noted for its natural beauty and renational opportunities.

Altonal opportunities.

The lithaca College residence hall system houses approximately 4,000 undergraduate students in 36 halls and on-campus apartment facilities. Residence Directors are responsible for the overall coordination of the student development and housing components of one to three residence halls accommodating 250-380 students or two apartment complexes accommodating 600 students. Specific duties include the selection, training, and supervision of 7-12 Resident Assistants; advisement of hall councils; administration of hall operations and room assignments; coordination and implementation of programs; enforcement of College regulations; service as a Judicial Hearing Officer; and personal counseling. In addition, the successful candidates will have the opportunity to teach a credit bearing course in Diversity Awareness.

Applicants must hold a Bachelor's degree; however, a Master's degree in Student Personnel or a related field and previous work experience in a residence hall are preferred. The appointment is 12-month, live-in position. Summer employment in Orientation, Operations, Room Assignments, Summer Conferences, or Staff Development is required. Compensation is very competitive and includes an apartment, partial meal plan and benefits package. Appointments are effective beginning July 20, 1992. Send résuné and three letters of reference to: Search Committee Chair, Dawn Thompson, Assistant Director of Residential Life for Staff and Pograms, Office of Residential Life, Ithaca College, 953 Dauby Road, Ithaca, New York 14850. We will be interviewing at ACPA and NASI'A. Applications will be accepted until the positions are filled however, preference will be given to those received prior to April 1, 1992.

Bhaca College is an Equal Opportunity, Affirmative Action Employer Women and manorities are encouraged to apply.

SENIOR TUFTS UNIVERSITY DIRECTOR OF **DEVELOPMENT HUMANITIES BIBLIOGRAPHER**

tass University seeks an experienced development professional this landraleing operations in the New York City metropolition in the specific properties in moderate and assisting of the University's major donor prospects in modropolition, and assisting of the University's major donor prospects in modropolition be fast, planning and implementing development strategies for these past; opaniong the involvement of senior University administration and prospects; coordinating a staff of three professional setting in the professional setting of the professional setting of the second of the professional setting of the professional setting of the professional setting the setting setting the setting setting of the setting setting setting the setting s **Arts & Sciences Library** Responsibilities: Administers library materials funds for American and English Languages and Lateratures. Art and Architecture, Classes/Archaeology, Drama/Dance, Modelo Foreign Languages and Lateratures, and Philosophylical Repress (all responsibility for title articeton and allocation of microstal subject-specific funds. Desegos tilestand development politices. Communicates and interprets I dirary politics is needed, Arti as laiston with relevant faculties, subjects, and sets as a remote penns for humanities related to telescopies of publicies and procedures through communities work, and acts as a remote penns for humanities related to dilutions development and management, both flowfoodily and through wheeluled meetings and discussions. Conducts serials reviews, collection enhancement and relevations. Prepares among materials' budget rationale. Processes given to the daily open-

talketons include five years experience in fundralating for private thates of higher education, excellent written and verbat skills, assembled managerial and organizational skills, abliety to work both highershy and as part of a team, high energy lever, and a bachelor's time. Experience with a capital campaign and planned giving is sent to the property of the property in the property in the property is a plus. Salary is the property of the position is available of the position is a statement of the position in a scalar than the position is a plus. Additional responsibilities for this position will include management of the daily open times of the University Archives. While NGT acrong as an archivist, this position of supervise existing staff, the servicing of existing collections, and the development of the policies, procedures, and hudges recommendations for staff, supplies, and ongoing open tions.

hadd in 1870, Syracuse University is a private coeducational insti-issingers New York with a current student population of 12,000 abyequates and 4,500 graduates and a population of 180,000 in 1800 and colleges, including the nationally-prominent S.I. whose School of Public Communications and The Maxwell School (Canada and Public Affairs.)

UNIVERSITY

Fairfield, Connecticut

Head Coach

Tomen's Field Hockey and Lacrosse

inergy subtric programs nationwide are confronted with biodgetary special states has instead embarked on an appressive artheric case plan in 1989. Sacred Heart University sponsored 8 intercollection in 1989. Sacred Heart University sponsored 8 intercollection and women's baskethall and volleyball, men's basehall use and women's cost country, softball and volleyball. In the Fall of two and women's responsive reintroduced including football, men's horrosse and spots were introduced including football, men's horrosse and spots were in September of 1992, we will add men's horrosse and spots golf golf, men's cost country as well as women's held his key and case for omplement this extensive growth, the University has recently and omplex is addition to other facilities on compus.

er cione our aggressive expansion plan to build a premier program in albrison il intercollegiate arbierics, we are looking for an enthusias-tability with athletic and administration experience to coach our new

Poleto notes and necrosse programs.

Red Coach will recruit, coach, budget, schedule and advise studenters. Candidates must hold a Bachelur's degree, possess knowledge of 34 h2s and regulations and have demonstrated effectiveness in the case and retention of student-athletes. A keen interest and/or experiences and feld hockey and lacrosse, as well as strong unforcepters and anatomistion skills, are required for this exciting position. Qualified in the senting position. Qualified in the strong are senting position.

Sured Heart University is an Affirmative Action, Equal Opportunity Employer Women and Minorities Encouraged to Apply

his sed resume, letter of application, and the names of three tracks by March 15, 1992 to: Search Committee, Senior States by March 15, 1992 to: Search Committee, Senior States of Development, Office of Human Resources, SMCUSE UNIVERSITY, Skytop Offices, Syracuse, NY 13244-Book.

reading the College of Technical states in Southern Blanck University in the Southern Southe

UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT

idministration Program Evaluation Manager **DOE Laboratory Oversight Program**

The Office of the President is the central administration for the nine campuses in the University of California System (UC). In addition, the Office of the President, under contract with the Department of Energy (DOB), manages three laboratories, Lawrence Edithelp Laboratory, Lawrence Edithelp Laboratory, awrence Edithelp Laboratory, and Los Alamos National Laboratory.

rento Beli-dee Laboratory, Lawrence Livermore National Laboratory, and Los Alamus National Laboratory.

Reporting to the Special Assistant for Laboratory Administration, the Program Evaluation Manager has responsibility for the formal monitoring of contract compliance tising standard methods of program evaluation, operations research and decision analysis. The Manager supervises the unit which conducts assessment and audits of various administrative activities at the Laboratory. The unit also analyzes and developer appropriate models of performance for the same administrative functions. The unit has two components an assessment/compilance audit group and an operations research group. The first group has responsibility for coordinating development of self-assessment tools and processes, conducting formal in-depth program evaluation and out-site audits, interpreting and reporting results, and recommending changes in activities or performance standards as needed. The second group provides data and information used to determine and readeline performance indicators using standard methods employed in upurations research, decision theory, economics and atalistics. Specifically, the Manager will be involved in: establishing evaluation criteria, developing self-assessment review and formal program evaluation instruments, selecting programs for self-assessment review and formal program evaluation restrict to agreed upon performance standards; reporting results to UC management/providing feedback to latoratories, making formal recommendations for change in administrative activities; maturatories, analysis and developing model performance indicators for various contract-compliance related activities.

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REQUIREMENTS: BA/BS degree, minimum of 10 years' experience, including management experience with responsibility for audit/program evaluation functions, preferably in a scientific organization; prior experience in development of self-assessment tools, evaluation institutents, model performance indicators; strong analytical and communication skills also to manage effectively in complex, participatory, higher education environment.

SAL ARY RANGE: Commensurate with qualifications and experience. Send résumé by March 6, 1992 to Betty M. Armstrong, Heidrick and Struggles, Inc., 300 S. Grand Ave., Lus Angeles, CA 90071. AA/EOE.



DIRECTOR

SPECIAL EDUCATION PROGRAMS

Full-time faculty position available Fall 1992. Serve as Director of Special Education Programs and teach three (3) courses per semester including elementary education methods

Qualifications: Doctorate in Education with strong background in Special I.d. and Hementony Ed. Demonstrated teaching ability with teaching experience at the undergraduate level. Knowledge of special education laws and policies, ability to supervise student teachers, familiarity with elementary school curriculum, and knowledge of current methodologies in education of abilities.

Review of applications will bogin March 9, 1992 and will continue until the position is filled. To apply, submit cover letter, vita, transcripts, and three (3) letters of reference to: Filzabeth Cooper, Director of Human Resources, Rivites CO.I.F.G.E., 420 South Main Street, Nashua, NH 03060. Rivier College is a small Catholic co ed liberal ares college. Equal Opportunity Employer.

International Education / Administration Teaching / Administrative Opportunities Overseast for free descriptive brochuse send self-addressed, stamped envelope: trends of World Teaching, flow 1049, San Trego, California 92112-1049.

International Relations: The Political Science Department invites applications for a full time tenure track position at the assistant professor level to begin Fall 1992. Primary competence should be in international Relations with secondary competence in at least one of the following subficts; Comparative Area Studies, international Law-dizganization, American Foreign Political Comparative Area Studies, international Law-dizganization, American Foreign Political Comparative Area Studies, international Law-dizganization, American Jorean Political Computationary and honors courses, Candidates will be expected to continue the department's tradition of teaching excellence and make substantive research contributions to their field. Ph.D. strongly preferred, Applications aboud to receive by 15 April 1972 and should contain currentland in the contribution of the contribution of the contributions of the contribution of the contribution of the contributions of the contr

lournalism Familty position. The Department of Communication Arts, Iona College, invites applications for a full-time, tenure track faculty member to teach juurnalism starling September 1, 1992. Mayers's in Journalism and professional experience required, Ph.D. required for tenure. The candidate should be able to teach understandate and graduate courses in computer-assisted reporting, writing and editing. Iona College, founded by the Christian Brothers in 1940, is an equal opportunity employer. Send materials and names of three references by February 28, 1992 to three references by February 28, 1992 to Orne George Thottam, Chair, Department of Communication Arts, Iona College, 1061 North Broadway, Yonkers, New York 10701-1199.

journalism: Instructor or Assistant Professor, tenure-track, to teach courses in journalism. Ph.D. preferred. August 15, 1923,
starting date. Salary based on education
and experience. Send letter of application,
complete credentials and three recent letters of recommandation to Casirman, Depariment of Speech, Theatre and Journalism. P. O. Box 1716. University of Central
Artianasa, Conway, Artanasa 72032. Review of applications will begin March 15,
1992 and continue until position is filled.
AA/EOE.

North South Center

RESEARCH ASSOCIATES

The North-South Center, a major resource for hemispheric relations, located at the University of Miami, Coral Gables, Florida, seeks three (3) research associates for one-year appointments to contribute to on-going research programs and projects in the following areas: Debt, Democratization (including issues of security, human rights, and basic human needs), Trade, Investment, Drug Trafficking, and the Environment. Applicants must demonstrate a commitment to research and writing on contemporary Latin American and

Caribbean issues.

Responsibilities include: conducting research and preparing reports for on-going publications and programs; providing research support for the staff of North-South Center, for Info-South, and for the Center's research and outreach projects; preparing internal summaries and reports for the Center's Executive Staff; occasional editing of North-South Center research and publications; participation in North-South events, including occasional lecturing.
Salary Range: \$30-35k, with a complete University benefits package.
Qualifications: •Ph.D. with Latin American area

specialization or equivalent experience
• Demonstrated Publications Record

Demonstrated Publications Record
 Fluency in English and Spanish (or Portuguese)
 Superior interpersonal and communications skills Send c.v., a published writing sample, and the names of three professional references, by the closing deadline of February 28, 1992, to:

 Dr. Robin Rosenberg
 Deputy Executive Director
 North-South Center
 Thiversity of Miami

University of Miami P.O. Box 248123 Coral Gables, FL 33124-3010

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A smoke/drug free workplace.

Interim Director North Museum

Pranklin & Marshall College is searching for a seasoned administrator who is interested in a one-year to eighteen-month appointment as Interim Director of the North Museum. The Museum is undergoing a period
of transition and definition, and faces the challenge of becoming increasingly fiscally independent from the College. During the next eighteen
months, our goals are to maintain and enhance the active programs that
the Museum provides for the residents and school students of southcentral Pennsylvania, to asceriein the mission of the Museum with regard to the academic program at the College, and to complete a planning
process which will result in reasonable goals and objectives for the facility, collections, program, and fund raising. We believe we can accomplish
this with strong leadership.

The North Museum is a fully-accredited museum of natural history

The North Museum is a fully-accredited museum of natural history which also contains a planetarium. It sponsors about fifty field trips annually. There are 8 staff members and a large contingent of volunteers. The Museum Associates' over two thousand members provide considerable financial support.

Significant administrative experience in an academic setting is preferred. Candidates may submit a letter of application, résumé, addresses and telephone numbers of three professional references to: **Personnel Services**



Franklin & Marshall College P. O. Box 3003 Lancaster, PA 17604-3003 An Affirmative Action, Equal Opportunity Employer

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KANSAS STATE UNIVERSITY

Department of Housing and Dining Services

Located in Manhattan. Konsas Stats University surolls over 20,000 students in sevan colleges. The Graduate School offers 60 master's programs and 42 dectoral programs, including degrees in Counseling and College Student Personnel. The Department of Housing and Dining Services serves over 4,000 students in eleven residence halts and over 500 families in apartments. It is a comprehensive system which includes residence life, dining services, and maintenance operations. Housing and Dining Services is committed to a philosophy which successfully blends the application of student development and customet

RESIDENCE HALL DIRECTORS (Three Positions Available) Responsibilities: Supervision of administrative, program, and judicial opera-tions of hall up to 650 students; supervise graduate assistant, student stall and receptionists; advise ball government, monitor budgets; coordinate department

Requirements: Master's degree in CSP or related field preferred; prior residence ball stall experience required Solary: \$16,800 (12-month position), tringe benefits packago, turnished apartment and meal plan.

Deadline: Interviewing at Oshkosh Placement Exchange and ACPA Conference Placement Activities. Applicants not attacking placement activities should sub-mit materials postarcaked no later than March 10, 1992.

Application Process: Send letter of application, résumé, and list of names, addresses, and phone numbers of three references to:

Dr. Rosanne Protte Assistant Director of Housing and Dining Services 103 Pittman Building Kansas Biote University Manhattan. KS 56506-480t

GRADUATE ASSISTANTSHIPS (Five Positions Available) Responsibilities: Assistant Hall/Complex Director in hall of 500 to 650 students. Opportunity to develop skills in supervision of student staff, advising student groups, and administrative decision-making. One assistantially available as Coordinates of Women's Leadership House.

Requirements: Bachelor's degree, prior residence ball stall experience, and full-time enjollment in CSP graduate program. Salary: \$7,000/10 months. spartment and meals. G.A.'s pay in-state tuitlen and fees of approximately \$675.00 per somester (\$1-92 rates).

Deadline: Interviewing at Oshkosh Placement Exchange; graduate program representativo will also be present. Applicants not attending placement activities should submit materials postmarked no later than February 18, 1992. Application Process: Send letter of application, resume, and a list of three refer-

Ms. Diana Robertson Asea Coordinator, Van Zile Hall Kansas State University Manhattan, KS 68508-3600

Kansos State University is an equal apportunity employer. Se, women and other protected group members are encouraged to apply.

University of Arkansas for Medical Sciences Director of Academic Computing

Reporting to the Assistant Vice Chancellor for Computing Services, the Director is responsible for planning, development, implementation and operation of programs and facilities to support the academic computing [instructional, research and administrative) needs of the University in mainframe, mini- and micro-computer and networked computing environments. In conjunction with faculty, users groups, representatives of colleges and various committees, the Director assesses needs for academic computing and in conjunction with the Assistant Vice Chancellor proposes programs and facilities to address needs. UAMS is a thriving academic health sciences center with colleges of Medicine, Nursing, Pharmacy and Health Related Professions, Area Health Education Centers and the Graduate School Enrollment is 1,800 with 580 faculty. UAMS has recently installed a computer lab and the UAMS Affiliates Network; has joined in the statewide Arkfret and internet is building a new Bye Research Institute, research and anatomy buildings; and is expanding the Arkansas Cancer Research Center.

Applicants must have a bachelor's degree; significant experience in academic computing and computing facilities; three years' experience in the management of personnel and programs relating to support for academic computing in an academic health sciences environment; and experience in cost/benefit analysis, proposal development and needs assessment for information systems. Preference will be given to candidaces with an advanced degree; experience in developing strategies and/or courses relating to health sciences education involving computer-based delivery and information systems; experience in developing programs to assist faculty in delivering courses dealing with computer illeracy, medical informatics, hospital information systems or other related disciplines; experience in developing grant applications; and proven success in obtaining funding for salars in this Settle settlement.

Salary: Mid-540's minimum, plus a complete benefits package. Faculty appointment possible. Applications should be sent before February 26, 1992, to: Academic Computing Director Search Committee, Computing Services Department, University of Arkansas for Medical Sciences, 4301 W. Markham, Slot 549, Little Rock, AR 72205.

UAMS is an AAVEEO Employer

Library: Washington State University Libraries. Humanilles Reference Collection/ Development Librarian. Available April 1, 1992. Selects materials in Russian literature and language and in other agreed upon Humanilles disciplines, dependent on training and experience. Works closely with the leaching faculty in these areas. Provides full range of general reference services in all the Humanilles and Social Sciences disciplines, including business, law and government decuments. Provides bibliographic lastruction to the assigned areas and in cross-disciplinary Humanilles courses. Participates in bibrary user education proic instruction to the assigned areas and in cross-disciplinary. Humanities courses. Participates in fibrary user education programs. Distrates are appointed as members of the Washington State University faculty and are expected to participate actively in the University's instructional, research, and service programs. All privileges, obtigations, and research responsibilities of inculty are inherent in such membership. Librarians are ranked in grades 2.3, and 4, equivalent to the academic ranks of Assistant Professor. Required: ALA accredited MLS: reading knowledge of Russian increments and Russian increments are and knowledge of Russian increments; arong interprets on a candemic research increments; arong interprets on a scademic research interprets on a scademic research in the programs are considered in the fibrary; musters or above degree in one of the Humanilies; experience in an academic research in the fibrary; musters or above degree in one of the Humanilies; experience in a scademic feature of the Humanilies; experience in a fibrary; musters or above degree in one of the Humanilies; experience with user education and automated systems. Saleny: From \$22,000, commensurate with qualifications and experience; full faculty status. Benefits: TIAA/CREP, broad insurance programs, 22 days' vacation, 22 days'year sick leave. Application Procedures: Send letter of application, resume and names of three (3) references to:

Residential Life Position

Franklin & Marshall College is a highly selective coeducational liberal arts institution for 1,810 students. The 52-acre main campus is located in Lancaster, Pennsylvania, a vital, historic city of 60,000 in a metropolitan area of 300,000. The area provides ample opportunities for both recreational and cultural activities.

The Office of Residential Life is committed to providing a residence hall program which helps to promote student intellectual and emotional growth. Fourteen hundred students are housed in 8 traditional halls, and 5 alternative housing options.

Resident Community Coordinator

One of two full-time professional area coordinators responsible for selection, training, supervision, and evaluation of a student staff of 26-31 members. Resident Community Coordinators have an active role in developing departmental goals and policy, leadership development, from changes, disciplinary counseling, budget management, and programming

Qualifications: A Master's degree and sufficient residence hall experience are required. The successful candidate will have strong interpersonal, administrative, training, management, and writing skills.

Resident Community Coordinators are provided with a furnished one-bedroom on-campus apartment, meal plan while achool is in session, and cable television service.

Preliminary interviews will be conducted at the ACPA San Francisco and NASPA Cincinnati Conferences. Anticipated starting date July 1, 1992. Candidates are invited to submit a letter of application and resume to:



Personnel Services Franklin & Marshall College P. O. Box 3003 Lancaster, PA 17604-3003

An Equal Opportunity, Affirmative Action Employer



Director of Alumni Affairs

Directs a full program of alumnize activities including, but not limited to, reunions, homecoming, regional chapters, special events, and other efforts intended to encourage and develop alumnize involvement. Surves as executive secretary to the Alumni Association. Supervises administrative and support personnel, manages all budgets for the department, and serves as general publisher of the Alumni News.

Requires at least a bachelor's degree, several years of related experience, proven organizational and communication skills, and excellent interpersonal skills. Familiarity with computer-based information systems and with Lafayette or similar institutions advantageous.

Write immediately with résumé to Vice President for Development & College Relations, Lafayette College, Easton, PA 18042-1774. Lafayette College is committed to equal opportunity through uffirmative action.

sound recordings, reference, bibliographic instruction, supervision of staff, and liabon with faculty and administration. Additional work as italson to the dence and art departments. St. Olaf College is a four-year liberal arts undergraduate college of the Evangelical Lutheran Church of America located approximately 35 miles south of Minnespolls with an enrollment of 3,000 students. The Music Library is located in the Music Building and houses 22,000 books and scores and 9,000 sound recordings. Staff includes 1.15 FTE support staff, and student assistants, Ouellications; undergraduate degree in music; MLS from an ALA-accredited library school, Familiarity with AACR-2, MARC formats in music and LC classification, Library experience and graduate work in music desirable. Good communication skills essential. Salary: Miniarum salary of \$22,000 snauly for a 10-month appointment. Apply: Applications accepted through March 20, 1992. Send letter of application, résund, transcripts, and the aems of three references to: Beath Christensen. College Librarian, Rolvang Memorial Library. St. Olaf College, 1510 St. Olaf Avenne, Northfield, Minnesota 53057-1697; (507) 663-3125. St. Olaf College, 1510 St. Olaf Avenne, Northfield, Minnesota 53057-1697; (507) 663-3125. St. Olaf College is an equal opportunity employer.

tibrary: The University of Alabama Librar-ies. The University of Alabama seeks appli-cations for the position of Science and En-pineering Reference Librarian, Responsi-bilities: Assists in providing informational/ instructional assistance to faculty, and done, staff, and other users of the Eric and Sarah Redgers Library for Science and En-sincering. Specific duties will include refer-ence dust assistance.

fermative Action Educator and Simployer. Protected arroup members are encouraged to apply.

Library Public Services Librarian, Oberlin College Conservatory of Music Library, and instructional states of the position of Science and Employer. Conservatory of Music Library, and instructional satisfaction services, intertibrary lean, and similar features and cisculation services, intertibrary lean, and similar features and science of the nation's leading music, find the services of the se

aquare foot, state-of-the-art facility ninkes maximum use of computer-based information systems to serve the necals of about 250 faculty members in engineering, the natural sciences and maltematics and approximately 3,000 undergradique and graiture states stated in these disciplines. The liberty's holdings located 200,000 volumes, 1,800 current serials, and 62,000 microforms. The staff consists of four professional librarians, four support staff, and student assistants. The University of Alabama Libraries are a member of ARL, CRL, SO-LINET, and the Network of Alabama Academic Libraries and have implemented the public access catalog, catalogus, and circulation functions of the NOTIS system. Salary/Benefits: Salary and rank are dependent upon experience and qualifications: instructor or Assistant Professor, minimum salary S21,300, 12-month, tenute track appointment. Sick leave, 22 days' vacation, Blue Cross/Blue Shield, TIAA/CREF and state retirement plans. To Apply: Send letter of application, resume, and the names and addresses of three references by the application deadline March 6, 1992 to: Voni B. Wysti, Assistant to the Dean for Personnel, SEL Reference Libraries, P. O. Hox 870266, Tuesaloos, Alabama 33487-0266. The University of Alabama Lipraries, P. O. Hox 870266, Tuesaloos, Alabama 33487-0266. The University of Alabama is an Equal Opportunity, Affirmative Action Employer.

dent advising, university service, and professional activities. Screening will begin March 1, 1992 and continue until the position is filled. Apply to Dr. Varkay Titus. Chair, MMFE, School of Business. Emporia State University, Emporia, Kansas 68601. USU is an Affirmative Action, Equal Opportunity Employer. We encourage applications from members of protectord classes.

Management: Full-time lecturer (non-tenure track) to teach introduction to business, beginning fail. 1992. Send applications to Department of Management, School of Business, Indiana University. Bloomington, Indiana 47405. Deadline for receipt of applications: May 1, 1992.

Management: The Department of Management and Marketing at Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & and the Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg University of Teach at Affirmatic & and the Affirmatic & application of Shippensburg University of Teach at Affirmatic & application of Shippensburg & application of Shippensburg & application of Shippensburg & applicati

Management: The Department of Management and Marketing at Shippendurg University of Pennsylvania invites applications for a fenure track vacancy in management for the 1992 Fall Semester. The position requires effective effective processor. requires effective undergraduate teaching in laternational management/business and organizational behaviors, comducting appropriate publishable research, and performing assigned service activities A Ph D. or D.B.A. in an appropriate area for the position is preferred hut an A.B.D. candidate will be considered. Rank and salary will be considered than the properties of th

Markeling: The Graduate School of Inde-trial Administration at Carnete Melin University is seeking application from the Property of States of the ure-track positions in the Markelli Ind-brationus Fall. 1992. Interested cambinate should send their resumes and research pro-should send their resumes and research pro-terials to Dean Robert S. Spillyan, QSA,

Marine Biology: The Biology Department is offering a full-time, tenure-track assistant professor position in marine biology being professor position in marine biology being september. 1992. A specialization is

FINANCE OPPORTUNITY ASSOCIATE CONTROLLER

This newly created assignment at Rensselser Polytecher Institute will focus on the accurate and timely reporting financial activity at the Institute as well as effective admit stration of financial reporting, research and endowment accounting operations. This position will also be responsible for the accuracy of sponsored research indirect cost proposal, first-line negotlations with governmental audi agencies, coordination and management of external audit activities and will act for the Controller in her absence.

The Chronicle of Higher Education • February 5, 1

This is a position of visibility and responsibility requires an experienced manager with a proven record of accomplishment. It requires a bachelor's degree in accounting and at least 7 years of related and progressively responsible experience. A graduate degree is preferred. Excellent interpersonal skills and the ability to successfully intered with all levels of the Institute community as well as gover-mental agencies are essential. Familiarity with research oriented financial management, automated mainframe and PC-based financial systems, presentation skills and profes sional certification are desirable.

Rensselaer has an attractive benefits program to comole ment this position. Please send your resume, cover letter including salary requirements, and a copy of this ad, 10 later than February 21, 1992, to: Employment Manager, Rensselaer Polytechnic Institute, 110 8th Street, Troy, New York 12180-3590.

> Rensselaer Rensselaer Polytechnic Institute is an Equal Opportunity/Affirmative Action Employer.



Purdue University invites nominations and applications for the position, Women's Resource Office.

Responsibilities: Reporting to the Vice Fresident for Human Relations, the like for is responsible for levidership in improving the campus climate for women and developing and administrating programs and services that address the next and concerns of all women facility, staff, and students, in collaboration with one campus offices and community organizations, the Director with

provide advocacy and support for women's concerns
 assess and respond to the diverse needs of women at Purdue Urbersh
 initiate educational and professional development programs for addoction

women

• make recommendations on paticles of special concers to somen

• work to correct pender-based lacquilles

Qualifications: Experience in the area of women's issues and gendereited concerns, an understanding of an imporectation for diversity demonstrated to every many particular to the property initiation and implementation through effective collaboration with other offices and constituents; feasibility, and strong interpretation to the control of the property initiative, fleatibility, and strong interpretation of control of the control of the

Applications/Nominations: Screening will commence on March 1, 1992 and 6 continue until the position is filled. The use submit a letter of interest curtoker vides, and the names, inducesses, and telephone numbers of at least fee affective.

Pr. Am Hancook, Chair Search Committee for Director, Women's Resource Office Purdue University 1975 Howde Hall, Room 24-1 West Lafayette, 18t 47907-1075

Purdue University is an Equal Opportunity, Affirmative Action Employe

lion is preferred hut an A.B.D. candidate will be considered. Rank and salary will be commensurate with qualifications and experience. The College of Business at Simponatura University is accredited by AACSB at the undergraduate level. Interested persons should submit a letter of application, current vita, and unofficial doctoral transcript, and the names, addresses and telephone numbers of three professional references to: Chair. Department of Management and Markoting. College of Business, Shippenburg University, Shippensburg, Pennsylvania 17257. Review of credentials will commence immediately and will continue until the pusition is filled. Shippensburg University is an Equal Opportunity, Affirmative Action Employer and encourages women and all minorities to apply.

Management/Management information Systems Ber regular classified advertuement under Business Administration for Cameron University, Lawton, Oklahoma in this base.

DIRECTOR OF NURSING Fayetteville State University

Fayetteville State University, a constituent fastitution of the University of North Carolina, invites applications for a Director of the Bachelor of Science degree program in Norsing This recently established program, to be offered jointly by Fayetteville State University and Pembroke State University, will provide the bacculaureate level instruction for licensed aurses who do not hold the BSN. The Director will be caused the feed and the first product the correction of the constitution the second constitution the correction of the production the censed nurses who do not had the base. The Price of with responsible for developing the curriculum, implementing the program, recommending laculty appointments, coordinating program, resonancing the resonrees, and ensuring the program, recommending the resources, and ensuring the course offerings, managing the resources, and ensuring the quality of the program. The salary is negotiable and commen-

• A doctorate in nursing or other health related field; • A record of demonstrated accomplishment us an administrafor of an approved BSN program in an academic setting;

Accomplishments in teaching, service, and research commensurate with appointment at rank of either associate or full professor;

• Experience in working with multi-ethnic and multi-cultural

Eligible for North Carolina RN licensure by the date of

Applications will be accepted through February 15, 1992, or until the position is filled. Interested candidates should send letter of interest, vita, transcripts, and three letters of recom-

Dr. Jon Young Dean, College of Arts and Sciences Fayetteville State University 1200 Murchison Road Fayetteville, North Carolina 28301-4298

Fayetteville State University is an Affirmative Action, Equal tunitu Employer.

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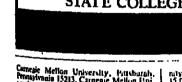
Director **Campus Center** and Conferences

Bridgerater State College is seeking an experienced educational leader with creativity, good judgment, integrily and a service of humor for the poston of Director, Campins Center and Conferences. The Director is responsible for managing the Campins Center as a support lackly for studied activities and services, and for developing and implementing acompus wide plan for the recomment and management of conference business. The Compus Center includes relaid and food services. A \$00-sell auditorium, a Rathsheller, Committer Center meeting and conthence rooms, radio station, game runn, office and work spaces for student organizations and Student Alfaus offices

The successful candidate will preferably have a Muster's degree in tall ord Presonnel, Higher Couration, Business Administration or a related 646,5+ years of experience or changing student union facilities, and Sprittent experience in makeing and managing contentions to the distinct of the popularity processing and managing contentions to the popularity processing the governor in candidates who can demand state both communication in and experies in washing with on captured and itse, have a successful background in biolising and instruction of contentions are accessed by the popularity and instructions are accessed. erence business on a college campus

Bidgewater State College is located approximately 30 notes south of Boslon within an easy drive of Copo Ced. The College entiris 8100 full 30d part-time students with 5700 undergraduates and 1900 resident Stating data is July 1, 1992, Sand returns and names, addresses and kilophane numbers of tive professional references by February 21, 1982 to: Nr. Michael Statinen, Chairperson of the Campus Center and Conferences Search Committes, Office of Human Resources. Septen Hall, Bridgewater State College, Bridgewater, MA 02325.





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The University of Georgia

Department of University Housing

The University of Georgia others a variety of living environments, including 545 apartments for families and 18 residence halls for approximately 6, 200 single students. The single student halls are administratively gauged into the Colonial and Georgian Residence Halls. Three communities, each housing approximately 1,000 students, comprise each of the single student areas. Each of the three living environments is supervised by an Assistant Director.

RESIDENCE LIFE COORDINATOR (Anticipated Position)

Responsible for the management of a residence hall community of 1,000 students. Provides loadership in the development and implementation of programming, stall supervision, and facility operations. Reports to an Assistant Director. Qualifications: Master's degree in student personnel or related field: two years of full-time experience preferred. Compensation: Current base salary 519,481 plus university benefits. Modest monthly charge for turnished apartment. Starting Date: Mid-July, 1992

Interviews will be conducted at Oshkosh, ACPA and NASPA. Applications received by April 17, 1992 will receive priority consideration. To apply, please send a letter of application, résumé and the names and phone numbers of three references to:

Vernon A. Wall Coordinator for Stafting & Development Department of University Housing Russell Hall The University of Georgia Athens, GA 30802 (404) 542-8191

The University of Georgia is strongly committed to diversifying its staff in all areas.

An Equal Opportunity, Aftirmative Action Employer.

BAYLOR UNIVERSITY

Director of Career Planning and Placement

Responsible for the direction of the Career Planning and Placement Center. Expand outreach program to faculty and students in all disciplines and to prospective employers. Supervise coordination of on-campus interviews. Master's degree required. Ten years in career planning and placement pre-lerred; or five years in college relations in business, industry or education, plus hive years in career services in a college or university. Send résumé, three letters of reference by February 28, 1992 to:

Personnel Services and AA/EEO Office Baylor University P. O. Box 97053 Waco, Texas 76798-7053



Raylor is an Affirmative Action, Equal Employment Opports and is under the patronage and general direction of the Baptist General Convention of Texas Minorities and women are encouraged to apply

Mathematics: Teoure-track position in Mathematics beginning Fall Semester 1992. Master's Degree in Mathematics required, discorate preferred. Must nossess aroung teaching skills. Ability to use computers in the mathematics classroom and to instruct some introductory computer science classome introductory computer science is a small, liberal arts school located in Southwestern Michigan. Department offers indegraduate majors in mathematics, the science is used as several minors. Please mail résumé, irranscripts, and three letters of reference to Mary Schroth, Chair. Department of Mathematics and Computer Science, 309A Mott Academic Center, Olivet College, Olivet, Michigan 49076.

tunity Institution.

Mathematics Instructor. Full time faculty position in the Mathematics and Engineering Sciences Department beginning August 31, 1992. Will be asked to teach variety of courses from developmental mathematics through through differential equations. Will also include student advisement, curriculum development with other faculty and recruiting. Minimum qualifications include a Muster's Degree in Mathematics or Mathematics Education. Salary range, bated on experience, ranges from \$26,845 to \$38,120 for a Master's Degree applicant. Submit application and credenials by April 3, 1992 to Mr. Richard N. Dodge, Chairpertoa, Mathematics and Engineering Sciences Department. Jackson Community College. 2111 Emmons Road, Jackson, Michigan 49201. EOE.

DIRECTOR OF **ENROLLMENT MANAGEMENT**

THE UNIVERSITY

Transylvama is a private liberal arts college in Lexington, Kentusky. with an enrollment of 1,000. Founded in 1780, the University enjoys a long and distinguished history. For the past four years, U.S. News & Winkl Report has ranked transgluanae as one of the top five regional liberal arts colleges in the South. With an endowment of almost \$50 million. Transylvania has recently completed a major fund drive, surpassing as good of \$25 million

THE POSITION

The director of enrollment management will report directly to the president and is responsible for coordinating the total operation of admissions, financial aid, and scholarships. The director will:

• Manage a staff of three experienced directors and other dedicated professionals

 Provide leadership, coordination, and evaluation of marketing. recruitment, and admissions strategies

Conduct prospective student research

 Coordinate the admissions effort with all of the University's constituents Coordinate financial aid and scholarship programs with the chief

financial officer and other administrative staff members Work with cleans, faculty, and staff to assist in the retention of

Meet with prospective students and their patents.

Travel as needed to implement admissions (arogam)s

QUALIFICATIONS The successful candidate will have extensive admissions experience, including knowledge of information systems and their influence on admissions recruitment. Excellent skills in organization, oral and written communication, public relations, and management are needed. Budget management experience is essential. Demonstrated creative effective approaches to enrollment manage ment are necessary as the director must have the potential to lead the University's enrollment initiatives into the future. A dedication to Transylvania and an enthuslasm for hard work and long hours are necessary. A minimum of five years of experience in admissions is needed; candidates must have a bachelor's degree and a master's degree is preferred

APPLICATION

A letter of application and resume should be sent to: President Charles I. Shearer Transvivanja University 300 North Broadway lexington, KY 40508-1797

TRANSYLVANIA

DIRECTOR/CAPITAL GIVING TRINITY COLLEGE

Keenly aware of its distinguished tradition, Trinity College has established a number of ambitious goals to sustain that tradition well into the future. To achieve these goals, the College's Office of Development is sucking a professional fund rateer to become its Director of Capital Giving.

Our candidate of choice will identify, collivate and solicit friends and alumnt of the college who are positioned to support the college's aggressive development offents. In this capacity, you will interface with professionals in positions of distinction across the country Your leadership, project and people management skills and proven capabilities to establish and smaintain strong professional relationatures are critical.

Challfulless include an appropriate subscational background, an complayment histor. capanisses to establish and maintain strong processional relationaritys are critical.

Qualifications include an appropriate educational background, an employment history characterized by accomplishment and 3-5 years of successful philanthrupic and management experience. Your work history and references should reflect your ability to represent the standards of quality commensurate with the stature of Trinity College.

iege.

Review of applications will begin upon receipt. Please respond in confidence with a resume and cover later stating salary requirements to:

Director of Human Resources Trinity College 300 Summit Street Hartford, Connecticut 06106

Trinity College is an Affirmative Action, Equal Opportunity Employer.

Adalbematics/Research: Research Assoclate, interacting with a research progrant
centering on partial differential equations,
numerical analysis, applied methematics,
and wavelet analysis, applied methematics,
of mayelet analysis, applied methematics of
formulation and investigation of specific
problems in these areas, including the formulation and corrying out of mathematics!
experiments, and helping to develop coding
which can be used by other researchers in
the problem area, Ph.D. in Mathematics required. Sharry \$27,000 per year. Apply at
the Texas. Employment Commission,
the street Texas, or send resume to the the Texas Enuployment Commission, Houston, Texas, or send résumé to the Texas Employment Commission, TEC Bultding, Austin, Texas 78778, Job Order #6587302. Ad paid by an Equal Opportuni-ty Employer.

Mathematics/Statistics Chair. Middle Tenesace State University is a rapidly growing regional university with an enrollmant of approximately 16,000. The department of 35 FTE faculty offers BA, BS, MS and MST degrees. A strong commitment to excellence in teaching, a long history of teacher proparation and traditional matter programs, and growing programs in applied mathematics characterize the department. The position is available for the Fall semester, 1992. Candidates should have an extend declorate, at least 5 years of teaching experience at an institution offering graduate demost, a record of excellence in teaching, research and creative activities and public service, excellenc communication and interpersonal skills, and the ability to provide academic leadership and administrative coordination in a diverse, growing department. Send letter of

chanical Engineering, Applications are invited from Matorials Engineers for the
above position in the Department of Mecharical Engineering. The appointee will
be expected to contribute to the teaching
programme of the Department and to carry
out research as a mouster of an active material research group, Lecturing responsibilities would be in the area of polymers,
composites und certaintes with emplication of
the application of these materials in 887 design of stress-bearing mechanical components. The appointee would also be expected to contribute to the metallurgical
courses, Preference may be given to a caudidate with Materials Science or Materials
Engineering spatifications and research interests in engineering materials and their
applications. The salary for Lecturers is on
a scale from NZ537,440 to NZ545,448
(bar), and from NZ546,800 to NZ549,088
per annum. Applications close on 30 April
1992. Further particulars and Conditions of
Appointment may be obtained from the undersigned, Applications, quoting Position
Number ME10, should be addrosser; to:
A. W. Hayward, Registrar, University of
Canterbury, Private Hag, Christchurch,
New Zealand. The University has a policy
of equality of opportunity in employment.

BULLETIN BOARD: Positions available

EMORY UNIVERSITY

GENERAL LIBRARIES

HEAD, CIRCULATION & ACCESS SERVICES DEPARTMENT

Prantogranize and direct the work of the Department and participate in the process of overall planning for Public Services in the 1990's. Exercise key role in coordinating circulation system activities for all Emory libraries, including

in coordinating circulation system activities for all Embry librales, including additional development of the existing circulation subsystem of the DOBS integrated library system. Work with other Emory public service units in the development and implementation of access policies and services. Reports to the Director of Public Services.

Qualifications: MLS or equivalent from an ALA accredited school; infinimum Qualifications: MLS or equivalent from an ALA accredited school: minimum
of three years' relevant experience in a university or public research library,
including direulation and stack management. Experience with an automated
circulation system, preferably an integrated system. Demonstrated supervisory and managerial competency: strong interpersonal, communications,
organizational, and analytical skills.

organizational, and analytical skills.

The Circulation and Access Services Department is responsible for all aspects of the circulation of library materials in the Woodhulf Library, for stack management and planning, including storage facilities; for exit desk policle; and procedures; for management of user access; for the implementation of security and emergency policles; and for coordination of monitoring of physical plant. The staff includes some twenty general staff positions and approximately twenty-five student assistants. The collections of the General libraries total 1,200,000 volumes (over 2,000,000 volumes for all Emory libraries). The staff totals approximately 150, Other resources are available in separate libraries for law, health sciences, theology and Oxford College. The Emory Libraries are members of the Association of Research libraries and patients in OCLC and RLG.

Salay is dependent upon qualifications and experience; minimum for Librarian II, \$26,000; minimum for Librarian III, \$31,000. Comprehensive benefits

Send letter of application, résumé, and the names, addresses and telephone

Chair, Search Committee for Head, Circulation and Access Services Department Robert W. Woodfulf Library, Emory University

• Emory University is an Equal Opportunity, Affirmative Action Employer.

Residential Education Position

The Residence Director is a live in slaff instribut responsible for the comprohensive management of the residential program for the 450 (300 students housed in 13 residence halfs Duties include containation of a dynamic student development regain with an emphasis on locatedning and community development, promosed diversity sensitive approaches in all expects to of the position, supervision of graduate and undergraduate staff, instruction of sit as a cardiact framing course for Residence Assistants; management of faculties systems, unplementation of student disciplinary procedures.

of Massachusetts

♦ Available: June 1992

package, including TIAAVCREF.

Atlanta, GA 30322.

University

Housing Services

Residence Directors

for Fall, 1992

Application deadline is April 10, 1992

PimaCommunityCollege

DISABLED STUDENT RESOURCES DIRECTOR

(Modified Job Announcement)

Plans, directs and reviews the activities and operations of the Disabled Student Resources program. Coordinates assigned activities with other College departments and outside agents is, and provides highly responsible and complex administrative support to the Assistant Woo Chencelbr of Student Services

REQUIREMENTS: Equivalent to a Master's degree from an accredited college or university with major course work in special education, education, tehnolitation, or a related field is desigable. Studies Supera of increasingly responsible experience in dasabled student program development in an educational environment, including two (2) years of administrative and/or superations: seponsibility.

and/or supervisory responsibility.

Knowledge of organizational and management practices as applied to the analysis and evaluation of programs, policies and operational mands. Modern and complex principles and practices of disabled student program development and administration. Major health and emotional duabilities and their refuestional implications. Testing for the learning dasabled. Programs, methods and procedures available for assisting students with physical disabilities. Current issues and trends in disabled student curriculum, materials and equit ment development. Principles and practices of organization, administration and personnel management. Principles and practices of budget preparation and administration. Principles of supervision, training and performance evaluation. Pertinent. Federal, State and local laws, codes and regulations.

laws, codes and regulations.

Ability to utlectively administer a variety of disabled student program activities. Analyze problems, identify attentative solutions, project consequences of proposed actions and imploment recommendations in support of goals. Interpret and apply College goals, object ties, procedures, laws and regulations. Analyze, plur and implement appropriate programs to ensure appropriate services to disabled students. Prepare and administer grants. Prepare and analyze administrative and statistical reports, statements and order spondence. Gain cooperation through discussion and pursuasion. Prepare and administer the Disabled Student Resources program budget. Select, supervise, train and evaluate assigned staff. Communicate clearly and conceively, both ordity and in writing Earshigh and maintain cooperative working relationships with those contacted in the course of work including multi cultural community groups.

STARTING ANNUAL SALARY: \$34,799. STARTING ANNUAL SALARY: \$34,749

Review of applications will commence on February 19, 1992 and will continue until the position is filled. To be considered, a completed Prote Community College staff application, a resume, unofficial nameripts and names of three (3) current references must be submitted. Failure to complete the application requirements by the end of business on the closing date will result in elimination of candidatey. All reasents postmarked and/or received alter the closing date will not be accepted. All official documents must be submitted to

PIMA COUNTY COMMUNITY COLLEGE DISTRICT

Pure Community College is commissed to multi-cultural diversity and is an equal opportunity, aftirmative action employer. Women, minorities and other protected desses are encour-



CLEVELAND STATE COMMUNITY COLLEGE announces a vacancy for the position of

DIRECTOR OF COMMUNITY SERVICES AND CONTINUING EDUCATION

Bachelor's degree required, Master's degree preferred. Experience in public relations, education, social or student services, business or industry management will be considered. Review of applications will begin february 15, 1992 and continue until the position is filled.

hy management will be considered. Review of applications will begin February 15, 1992 and continue until the position is filled.

For official application materials, please call (bit) 478-620, or write to the Personnel Office, Cleveland State Community College, P. O. Box, 3570, Cleveland, It N 37320-3570, CSCC is an equal opportunity and affirmative action employer.

Assertine: Coordinator of Claical Studies. Repeated the continuation of Claical activities of preventive medicine reaconst of the position of dean of the University of Human according to preventive medicine reaconst for position and weightluss programs and projects by screening politics for experiments of the position of the posit ment in clinical anudies. Must have MD or MS in Biomedical studies. 2 years' experience in job officed or as Postdoctoral Fellow: 48 boars/week; \$21, 125/year. Send resume to Reading job Center, 625 Cherry Street, Reading. Pennsylvania 19603. Job Criter #4454916.

Museum Administration: Assistant Durec-

MS in Biomedical studies. 2 years' experience in job offeteed or as Postdoctoral Follow; 40 hourstweek; 321, 125/year, Sand résume to Readins fob Cemor, 625 Cherry Sireet, Readins fob Cemor, 620 Cherry Sireet, Readins fob Cemor, 625 Cherry Sireet, Readins fob Cemor, 620 Cherry Sireet, Readins for Sireet, 820 Cherry Sireet, 820 Cherry Sireet, 821 Cherry Sireet, 821 Cherry Sireet, 821 Cherry Sireet, 822 Cherry



Director

Engineering & Maintenance Services

Seeking an outstanding individual with exemplary leadership, management and communication capabilities to direct and administer overall engineering and maintenance services for the institution's physical plant. This individual will direct, administer and coordinate the development and maintenance of plans and specifications, buildings, grounds, utilities and preventive maintenance operations; provide administrative oversight for repair, maintenance and construction and renovation of University buildings, grounds, campus communications infrastructure, mechanical systems, roofs, walkways and roads; manage and control decentralized power plant operations; strengthen University recycling and refuse disposal operations; develop and implement an asbestos abatement plan; prepare and implement long-range plans, contract documents for capital and repair projects; oversee hiring and supervising of employaes; maintain such records as are necessary for thorough information on costs; updates as-built drawings in a timely fashior; maintain mation on costs; updates as-built drawings in a timely tashion; maintain current regarding Federal and State regulations; and oversee workforce training activities.

Candidates must possess a bachelor's degree in an engineering field; have a professional engineer's license; have progressively responsible administrative or managerial experience, preferably in higher education. Women and minorities are encouraged to apply. Non-tobacco user. All nominees and applicants will please send a fetter of interest, a brief statement (1 to 2 pages) expressing the candidate's leadership philosophy, official transcript(s), photocopy of engineer's license, a current résume and other supporting information to: Oklahoma State University. Okmulgee, Personnet Services Office, 1801 East 4th Street, Okmulgee, OK 74447-3901. OSU/Okmulgee is an affirmative action, equal opportunity employer.

DIRECTOR

Pacific Oaks Children's School

Pactific Oaks College awards B.A. and M.A. degrees in Human Development. The Children's School Includes programs for 220 children from birth through nine years of age and emphasizes learning environments, self-estuem, choice-making, problem-solving and respect for diversity. The Director reports to the President of Pacific Oaks and participates on the President's Administrative Team. Leadership and management esponsibilities include all aspects of the school: curriculum, admissions,

responsibilities include all aspects of the school: curriculum, admission parent involvement, evaluation, personnel, budget and coordination with college programs. Qualifications: Demonstrated leadership ability, strong school adminis-tration experience, verbal and written communication skills, knowledge of child development and early childhood education. Ph.D. preferred;

Salary: low-mid 40's plus benefits.

Send letter, vita and names of references to:

Myrtle Higdon, Asst, to the President Pacific Oaks Cullege 5 Westmoreland Place Panadena, CA 91103

rial Museum is an Equal Oppurumity f.m., player, Please send résumé and cover letter to USHMM, Attention: Susan Green-house, Directur of Personnel, 2000 1. Sureet, N.W., Suite 717, Washington, D.C. 20036.

Music: Assistant professor, tenure-track position. Teach music theory acquence, woodwind and plano specialist for applied and techniques areas preferred. For appointment, minimum of master's degree in music required; terminal degree preferred and prerequisite to tenure consideration Must have collegiste teaching experience in music theory. Department includes four full-time said by part-time faculty. Send leiter, vita, names of three references, by mud-March, to Dr. William Schlacks, Chair, Department of Music, Muskingum Cullege, New Concord, Ohio 43762. EOE.

Music: The Eastman School of Music of the University of Rochester seeks applicants for a new faculty position in sulfar, to begin in September, 1992. The person chosen will take the lead in developins a program in sulfar at the School which, while based in the classical puttar tradition, will develop diverse skills in its students for a vulety of professional opportunities. By March 1, 1992, blabby qualified applicants should send a letter of application, résumé, and lapse or compact disc of recent perfur-

FISK UNIVERSITY POSITIONS AVAILABLE FOR FALL, 1992

Fisk University invitus applications for openings listed below for the academic year 1992-93. Each position requires an energetic, criticulate intellectual and administrative lenders for facuity in the Division. The Director reports directly to the Dean of Academic Affairs and is expected to function as it senior facuity member; a scholar; a teacher, and a principal deputy to the chief academic officer. Cadidates should hold a terminal degree or clearly aquivalent preparation in an appropriate field, present evidence of teaching excellence, and quality for appointment to the faculty at the rank of professor or associate professor.

DIRECTOR, DIVISION OF **BUSINESS ADMINISTRATION**

The Director is expected to function as a creative innovator able to develop new collaborations for the Division; and an experienced management practitioner able to move easily between the academic world and the world of business. Practical business experience at an executive level, and interest in black community economic development are desired additional qualifications.

DIRECTOR. DIVISION OF HUMANITIES AND FINE ARTS

The Director is expected to function as an artist and/or scholar in a discipline represented within the Division (Art, Drama/Speech, English, Modern Foreign Languages, Music, Religion/Philosophy); and as a creative innovator able to develop new opportunities for the Division. Position requires commitment to continuing Fisk's tradition of leadership in African-American arts and tetters.

leadership in African-American arts and tetters.

Consideration of candidates will begin February 15 and continue until the position has been filled. Nominations from third parties should include a summary of the candidate's background and cadertials and mailing addross at which the candidate may be contacted. Applications submitted by candidates on their own behalf should include a résumé and cover letter, and should be addressed to the bean of Academic Affairs, Fisk University, Nashville, TN 37208-3051. Please use the mail only; do not fax or phone. Fisk is an equal opportunity, affirmative action omployer.

CHIEF NURSING OFFICER

University of Nebraska Medical Center

The University of Nebraska Hespital is seeking candidates for the position of Chiaf Nursing Officer. Located in Omeha, the Medical Conter is a leading national academic health science center. As one of aline colleges or institutions that comprise the University of Nebraska Medical Conter the hespital plays an Important role in the teaching, research and clinical missions of the Medical Conter. The clinical programs developed through the hospital have placed it at the forefront of medical technology, and many of its services are recognized as national and international leaders. Hospital revenues for the current liscal year are expected to be \$215 million.

The Nessetal Is referring a Total Quality Management approach to

The Hospital is adopting a Total Quality Management approach to providing patient care and this position will have a key role in the continuing development of patient tocused processes. The Chief Nursing Officer will have primary necountability for the delivery of patient care. This will require the successful candidate to have 8 to 19 years of management experience of which a significant perion is at a sanior lovel, a graduate nursing degree, and an understanding of an ecommitment to total quality miningerment principles.

The University of Nebraska Medical Center is an equal opportunity employer (MFAI). If you are interested in the position please inward your resums to:

Joe B. Graham, Chairperson Search Committee University of Nebraska Hospital 600 So. 42nd St. Omaha, NE 68198



University of Nebraska **Medical Center**

mances to John Graham, Chair, Guitar Search Committee, Eastman School of Mu-sic, 26 Gibbs Street, Kuchester, New York 14604. The Fastman School of Music of the University of Rochester is an E-qual Oppor-tanity Employer, Mit.

Music: Director of Bands, Butler University. Ten-month: remine-track beginning Fall, 1992 for Jordan College of Line Arts Direct Symphonic Wind Enventile, administer and develop entire hand gruggian other teaching or responsibilities dependent upon account and program. equivalent professional experience. Extensive experience in conducting and teaching in a university setting required. Administrative experience necessary Send letter of application, vita, college credentals and three letters of recommendation to Stapley DeRusha, Chairman, Boud Serich Committee, Jordan College of Fane Arts, Botter University, 4000 Survey Avenue, Indonapolis, Indiana 46208. Andround video tases to be sent upon request only. EGENAA Women and minorities encouraged to apply.

Music: Directur of Hands. Marching and connect organizations. State July, h. 1912 Marter's required. Salary compensive free for successful college and public school background. Sand application letter, returned. transcripts (corpes acceptable), and three letters of recommendation to Dr. William D. Holmes. Chair. Department of Music. Arkaneas State University, P. O. Hox 779. State University, Arkaneas 72407. Applications reviewed beginning March 2. 1922 until positron is filled. Send tapes on request only. AANTOP.

Music: Itaza College. School of Music. Oboq Teacher-Petrurer. The filmac College School of Music announces a full time, tenure-cliable position for a teachor-per.

furmer of about in the rant of assistant professor, beginning Fall 1992. Dates include studio, teathing of about, performing with the faculty would will admire, reaching of secondary obsections, and tracking an acceptance of the conditions of the cardidate. Qualifications in about all the collegists level are existed in about a single contraction of the cardidate. Cardidate of the cardidate contraction of the cardidate contraction and the cardidate contractions are early masses as also required. Candidate should send letter of application, rigant. Lipe und supporting credentals to Chair. Chair School of Mark. Chilege, Ithaca, New York hassistance College, Ithaca, New York hassistance College is an Equal Opportunity, Affirmative Action Employer. Music: Assistant Director of Bandulas Brass/Music: Education Aspisant Professor, tenure tarch, beginning fall 190. The tenure tarch, beginning fall 190. The tenure tarch, beginning fall professor, tenure tarch beginning fall specified in the professor of the tenure tarcher supervision. Master's destruction to the professor of the tenure tarcher supervision. Master's described in the green minimum: doctorate reaching experience with certificated page of the concern required with certificated page of the concern target of the tenure of tenure o

missions and finite authorized to carly such as the U.S. An EDEJAA employer.

Make Music Theory. Assistant Professor, Make Music Theory. Assistant Professor, and the England State of the Continue and the University of More University of More University and to be an interest to the Continue and the University of More University of America is an Equal Organization and the proposition of the University of America is an Equal Organization and the proposition of the University of America is an Equal Organization and the proposition of the University of America is an Equal Organization and the proposition of the University of America is an Equal Organization and advisors to the America of the America of the University of America is an Equal Organization and advisors to the America of the America of the University of America is an Equal Organization and advisors to the America of the America of the University of America is an Equal Organization and advisors to the America of the Amer

SETON HALL UNIVERSITY RESIDENCE HALL DIRECTOR

Immediate Vacancy

Seton Hall University is a Catholic institution of higher learning with an undergraduate enrollment of 4,500 students, 2,200 of which are resident students. The Residence Hall Director is responsible for the overall administration of a residence hall housing 500 undergraduates, including all aspects of supervision, operations and student development.

veropment,
QUALIFICATIONS: A Master's degree in Student Personnol or related field is strongly preferred; a Bachelor's degree is required. Previous residence hall experience, an understanding of student development theory, and commitment to fostering Christian values in a Catholic University setting is highly desirable. The successful candidate will have a working knowledge of development programming, adjudicating judicial cases, counseling and referral techniques, staff development and supervision, and must be a self-starter.

REMUNERATION: Competitive salary, furnished apartment, full meal plan while classes are in session, comprehensive health benefits, tultion remission, and financial support for professional development. APPLICATION PROCEDURE: Please send résumé, letter of applica-tion, and names, addresses, and phone numbers of three (3) refer-ences no later than February 14, 1992 to:

Leroy Thomas
Associate Director for Staff and Programs
Seton Hall University
64 Duffy Hall 400 South Orange Avenue South Orange, New Jersey 07079

Minority candidates are encouraged to apply. An Equal Opportunity, Affirmative Action Employe

NORTHEASTERN JUNIOR COLLEGE Residence Hall Director/Part-Time Instructor (Two Positions)

Northwasiem Junior College seeks two qualified individuals for overall administration of a residence hall. Additional duties require 10-12 hours of teaching in the successful candidate's major field of study.

Requirements: Minimum of a Bachelor degree with emphasis in mathematics, computer science, psychology, sociology, social sciences, humanities, English or speech NJC teaching requirements will determine area of academic emphasis given

This is a 10 month (224 days) position starting August 20, 1992. Compensation consists of \$10,500, a furnished two bedroom apartment, two 19 meal/week plans

min employee contells.

Closing: All applicant files must be complete by 4 00 p.m. on April 10, 1992. This includes NJC application form, resume, three letters of reference, letter of application addressing position requirements and transcripts. Initial transcripts they be unsufficial Awarding of required degree must be cardilled prior to August 20, 1992. Request application form and sand information to Roll Ernst, Director of Personnel/ Purchastry, Northeastern Junior College, 100 College Drive, Starling, Colorado 8(1751, Phone. (303) 522-6600, Ext. 730, Fax. (303) 522-4945.

Northeastern Junior College is an EEO/AA Employer Minorities are encouraged to apply

An installated blacker or a lot in subtimination for interesting of consequences to the most of the southern bounds in the solid displacets. As a subtimination of the most of

Bulletin Board (202) 466-1050

Carrier and Company of the State of

RESIDENTIAL LIFE COORDINATORS

(1) Traditional Hall (2) 1st-Year Student Program RESPONSIBILITIES: Both positions are live-in and are responsible for an educational community that challenges students to recognize and define themselves as unique, evolving and self-directed individuals. Major emphasis is on developmental and comprehensive wellness programming, student involvement, and leadership development in addition to supervision, advising, behavior management, and administrative responsibilities. Position (1) plans, coordinates, and administers services for multi-building complex that includes a variety of special living environments. Position (2) plans, coordinates, and administers a comprehensive retention program for freshmen residents.

QUALIFICATIONS: Bachelor degree with at least three years of full-time residence hall experience required; masters degree with full-time residence hall experience preferred. Knowledge of human and community development theory required. The successful candidates will have the ability to assess student needs, design, implement and evaluate developmental interventions, value a high degree of student contact within the student's environment, and promote appreciation of

SALARY: \$23,000-\$25,000, plus apartment, board, excellent

benefits. THESETTING: UNLVisone of the fest est growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD

REPORT (1990-91) as one of the "up-and-coming" colleges and universities in the U.S. Located in cosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents. APPLICATION: Submit letter of application indicating the

specific position, resume, and three current letters of reference to: Dr. Terry Piper, Director of Residential Life; University of Nevada, Las Vegas; 4505 Maryland Parkway; Las Vegas, NV 89154-2013. Application review will begin March 1, 1992 and continue until the positions are filled. Interviews will be conducted at Oshkosh Placement Service and the ACPA Convention.

UNLV is an AA/EEO employer.
A YOUNG, PROUD, AND GROWING UNIVERSITY.



Equal Opportunity Employer, MF/R/V.

Nursing: Faculty in Maternal-Child, Pedistric or Family. Tenure-track, ten month position smicrosted. Pall, 1992, in NLN accredited BSN program. Qualifications: Ph.D. (or A.B.D.) and previous teaching experience in baccalaureate surving program strongly preferred, MSN and relevant clinical experience required. Rank and salary commensurate with experience. Send vita by March 1, 1992, to: Rosalle Caffrey, Ph.D., School of Nurshing and Health, Southern Oreson State Coless. Ashland, Oreson 97520; (303) 532-6226. AA/ROB.

ric or Family. Tenure-track, ten month position anticipated Pail, 1997, in NLN accredited BSN program. Qualifications: ph.D. (or A.B.D.) and previous teaching represent strongly preferred, MSN and relevant experience in baccalaureate surving program strongly preferred, MSN and relevant commensurate with experience. Send ary commensurate with experience. Send vita by March 1, 1992, for Ronalia Caffrey, Ph.D., School of Nursina and Health, Ph.D., School of Nursina and Health, Southern Oreson State College, Ashland, Oreson 97520; (303) 525-5226. AA/EOB.

Nursing: Tenure-track faculty position beginning August 1, 1992. MSN plus two years' clinical experience within last live 83723; (208) 385-3900. EO/AA Instinution.



DIRECTOR OF STUDENT FINANCIAL SERVICES

HIRAM COLLEGE, AN INDEPENDENT, COEDUCATION-AL, AND SELECTIVE UNDERGRADUATE LIBERAL ARTS COLLEGE IN NORTHEASTERN OHIO, Is seeking candidates to fill the position of Director of Student Financial Services

Founded in 1850, Hiram College is located in the historic and beau-Illu! Western Reserve just one hour from the cultural advantages of the Cleveland-Akron-Youngstown metropolitan area. The College places the faculty/student relationship at the center of its mission and expresses it through such innovations as its interdisciplinary curiculum and excellent study abroad program. Hiram College has a traditional residential enrollment of 900 with 275 additional FTE students in its Weekend College. Admission to Hiram is competitive with a median ACT score of 25 and a median SAT score of 1080 among

Applicants should have a minimum of 3 to 5 years' experience in financial aid, a bachelor's degree in a related field, and possess

The Director of Student Financial Services controls and monitors federal, state, and institutional funds, projects expenditures, and ensures compliance with federal and state regulations. Knowledge and experience with Need Analysis, Pell Methodology and Venfication are required. In addition, the director controls and awards compliance with Need Analysis, Pell Methodology and Venfication are required. In addition, the director controls and awards compliance. pus aid, the guaranteed loan programs, and numerous endow-

The director reports to the Vice President for College Advancement and Dean of Admissions and is expected to participate in admissions programs, present financial aid workshops, provide individual coun-seling, and meet with both parents and students on a regular basis. Knowledge of general computer systems is necessary to this position

Salary is competitive and benefits are excellent. Interested applicants Salary is competitive and openitis are excellent, inherested applicants should submit a letter of introduction, resumé, and the names and telephone numbers of three references by March 30, 1992 to Gary Craig, Vice President for College Advancement and Dean of Admissions, Hiram College, Hiram, Ohio 44234. Hiram College is an equal opportunity employer and encourages applications from women and minorities.

HIRAM COLLEGE

PROGRAM DIRECTOR OF PHYSICAL THERAPY

ARKANSAS STATE UNIVERSITY

Arkansas State University Invites applications for a 12-month tenure-track faculty position as Program Director of Physical Therapy, effective August 1, 1992.

Arkansas State University is a comprehensive state supported university with an enrollment of over 9700 students. The University is located 70 miles northwest of Memphis, Tennessee, in Jonesboro, Arkansas. The program director is to provide leadership for a newly approved B.S. program in physical therapy. Responsibilities will include curriculum development and coordination, faculty selection, facility development, budger, and clinical practicum site development.

Qualifications include minimum of a Master's degree (Doctorate preferred), physical therapy credentials, experience in accreditation processes, academic programs, and budgetary matters.

Salary and rank are commensurate with experience. Application review begins March 2, 1992. Applicants should submit a letter of application, a current résumé, and three professional references (names, addresses and

Dr. R. W. Williams, Chair -Program Director of Physical Therapy P. O. Box 69 State University, AR 72467 Phone: (501) 972-3073

ASU is an AA/EOE employer.

Nursing: Faculty applicants are invited to apply for positions in Adult Heahh, Maternal-Child, and Cummunity and Mental Health Nursing and Nursing Services Administration for Spring 1992 addre 1992-93 Academic Year to teach in bacedaureate and master's programs. Qualified applicants must hold a Master's degree in appropriate specielity ares: doctorate preferred and required for tenure-track positions. Prior Chinfeal and teaching experience required, preferredly in baceaburgate and master's programs. The School of Nursing is NLN-nucredited and in an academic health sciences center. Bast Carolina University is a comprehensive university controlled and in Eastern North Carolina between the Research Triangle Park and Atlantic Coast resorts. Salary competitive and commensurate with qualifications and experience. Send teter of application, and application, Salary: \$17,464/year starting. Milinguistic of the control Prior clinical and teaching experience required, preferably in basenbarneste and master's information. The School of Nursing is NLN-necredited and in an academic health sciences center. Bast Carolina University is a comprehensive university controlly located in Eastern North Carolina between the Research Triangle Park and Atlantic Coast resurfs. Salary competitive and commensurate with qualifications and experience. Send letter of application with and commensurate with qualifications and experience. Send fatter of application, vilo, and narges of three refergaces to: Knren Krups, Chair, Faculty Affairs Committee, School of Nursing. East Carolina University, Querville, North Carolina 17838-4153, or call 1919; 757-6098. Screening bearns on December 1, 1991 and available until filled. An AA/EEO employer. Minorities are encouraged to apply.

Director/Internal Auditing **Albany Medical Center**

The Albany Medical Center is the academic health sciences center of eastern New York State. This 150-year-old private institution includes the Albany Medical College (375 faculty, 635 students) with its physicians' group practice and the Albany Medical Center Hospital, a 675-bed facility. The institution employs 5,000 faculty, professional and support staff. A four-year, \$156 million construction program is 90% complete.

The Director of Internal Auditing will report to the office of the Presadent of the Medical Center and will be responsible for building a new department which will have an emphasis on "operational auditing" with financial and compliance andring receiving appropriate attention as well. The candidate of choice imust be a dynamic professional with creative problem-solving capabilities. An appropriate educational background, professional certifications and 8-12 years of experience in an academic medical center or related consulting curvitoriment is preferred.

The Director will be a key administrator of change and be in a position of high visibility. The position will require proven analytical capabilities as well as the talent to focus on operational efficiency improvements while building a department that will have respect and credibility throughout the entire Mistical Center.

Please respond in confidence with a cover letter, résumé and professional references to:

Amy M. Johnson Senior Associate Executech 120 DeFreest Drive Troy, NY 12180 FAX: (518)283-0814

Executed) is an executive search firm representing the Albany Medical Center



DIRECTOR OF COLLEGE CENTER AND CONFERENCES

As a member of the Vice President for Administration and Finance's man-As a member of the vice resident for Administration and administrative operations of the College Center, which include the bookstore, food service, conferences and other auxiliary services.

Candiciate must have a record of substantial experience and leadership abilities in these areas of responsibility. The position requires initiative and excellent organizational and communication skills. A graduate degree is

Cedar Crest is a four-year independent liberal arts college for women enrolling about 1,000 students. The 125-year-old institution is located in the Lehigh Valley, 90 miles from New York City and 50 miles from Philadel-

Please send letter of Interest and résumé to Ms. Patricia A. Novak, Cedar Crest College, 100 College Drive, Allentown, PA 18104-6191. EOE.

paring turse educators. This 12-month, rentire-line position with faculty rank is available July 1, 1992. You need an earned Mayter's in Nursing and an earned doctorate. Graduate teaching experience and evidence of scholarly neityly are desirable 2) Faculty—Expansion of ESN and MSN programs and caroliment have created several openings for tenure-line faculty. We are seeking collegates who enjoy leaching and student advisement and toky value ungoing scholarship. Experince in nursing service ndumistration, or any clinical speciality is welcomed. You need an earned Muster's in Nursing, an earned docturate furnising preferred), and clinical and teaching experience. Please send your vities to Dr. Judy Evens. Chair, Search Committee, School of Nursing, Wistener University, Chevier, Pennsylvonia 19013 or call 215/499-4213. EOE/AA.

mg experience. Please send your vites to Dr. Ludy Evens. Chair, Search Committee, School of Nursing, Widener University. Chester, Peonsylvania 19013 or call 215/449-4213. EOE/AA.

Nursing: Faculty positions anticipated in maternal-child, mental health, rural community health, adult health and lendgr-shipt management. Teaching opportunities in baccalinureate program end in masters degree program with clinical specializations in ashit health, aneathesia, parent-child and rural nursing. Excellent teaching and research resources contibined with low siress living environment. Close to lake country. Doctoral degree with a least one graduate degree in aursing required for renewable leaure track positions. Two years of nursing required for tener track positions. Master's degree in clinical recentling and reception of practical teaching strage required for renewable leaure track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener track positions. Two years of nursing required for tener to the proposition of the following responsibility will be clinical instance and reaching and research resources with a tent of the proposition of the following required for tener to the proposition of the proposition of the following required for tener to the proposition of the proposition of the following required for tener to the proposition of th

the Park A. C. Increase, no one coulty in work well with students, faculty, and charged agencies. Salaries are negoliable within the appropriate range. Submit letter of application, curriculum vitae and three letters of reference to: Dr. Lois M. Magnissen, Department Chair. University of Havait at Mapoa, School of Nursiag, 4526. The Mail, Webster Hall 41; Honoluh, Hawaii 98822; telephone (808) 936-8521. Closing Date: May 15, 1992 or unit positions are falled, An Equal Employment Opportunity, Affirmative Action Employer. Minorities are encouraged to apply.

Nursing: Widener University to and cooperation, Teaching: Widener University located in suburban Philadelphia. The nursing faculty are over 75% doctorally prepared. The eavirgnment of State Cooperation. Teaching: a valued, and scholarship is encouraged and facilitated. I) Assistant Dean for Graduate Studies—Unique opportunity to lead expanding Claics and nursing service masters programs and an established doctoral program (DNSC) pre-

rer oil application, vita and three letters of reference to: Dr. Lois J. Merrill, Dean, Collège of Nursing, University of North Dakota, P. O. Box 8195, Grand Forks, North Dakota 58202, or call (701) 777-4322. UND is an equal apportunity, affirmative action employer.

Nursing: Forward thinking, encretic leadership sought for a becombatted practice.

Nursing: Forward thinking, encretic leadership sought for a becombatted practice. ters of reference to Imogene Rigdon, RN, Ph.D., Dean, St. Mark's-Westminster School of Nursing, 1849 South 1300 East, Salt Lake City, Utah 84 105 before Merch 2.



Director of Libraries

The Medical College of Wisconsin is a private, free-standing medical school located on the grounds of the Milwaukeo Regional Medical Conter. The MCW Libraries System is the largest library system in the State of Wisconsin devoted to medicino and medical science and provides services to the faculty, students, and staff of the College, and to regional medical professionals, community hospitals and the general public. The MCW Libraries Systems is comprised of the Told Wehr Library and three branch libraries located in affiliated hospitals.

located in affiliated hospitals.

The Medical College of Wisconsin is seeking applications for the position of Director of Libraries. The Director of Libraries is responsible for overall Library System management which include planning, services, collections, budget, and staff. Incumbent is expected to provide advice and know-how on computing systems and emerging technologies related to library services and will play a leadership role in the development of a medical library that will serve health care professionals of the future. Ideal candislate will possess an MLS degree from an ALA-accredited school and a record of successful management of a complex library system. Proven ability to establish and maintain effective communication with faculty, staff, administration, and the communication with faculty, staff, administration, and the communication with faculty, staff, administration, and the community required.
Working knowledge of automated library systems essential Salary is competitive and commensurate with qualifications and experience. Sond letter of application, résumé, and three references

> Robert F. Schmidt, Director of Porsonnel Services MCW Libraries Search and Screen Committee MEDICAL COLLEGE OF WISCONSIN 8701 Watertown Plank Rund

The Medical College of Wisconsin is an Equal Opportunity, Affirmative Action Employer, Women and introvities encouraged to apply.



LIBRARIAN

Instruction librarian to give innovative direction to fired instruction program and to participate in some combination of reference, collection development, database searching, etc. as a "Compleat Librarian," Business or science experience a plus. We are looking for a self-motivated individual who has some library instruction experience, an ALA/MLS, and an interest in working in an environment that emphasizes preer responsibilities and relationships. We have been successful in developing positions that give individuals a good breadth of involvement in library services and operations. The library has 10 librarians and 18 stall. an integrated library system, 350,000 volumes, and 1,000 subscriptions for 5,000 students and 200 plus faculty. Tenure track position with faculty status, rank dependent upon qualifications. Tenure will require a second Master's and scholarly activity. Excellent benefits include TIAA: 12 month contract. Minimum salary \$33,000.

Review of applications will begin February 15; deadline for applications is March 1; targeted starting date is July 1, 1992. If you believe your background might fit our needs and if our kind of "converted" of "compleat" environment appeals to you, please apply with letter, resume, and names, addresses and telephone numbers of three references to: Ross Stephen, Director of Library Services, RIDER COLLEGE LIBRARY, 2083 Lowrence-ville Road, Lawrence-ville, NJ 08648-3009, Kider College is an affirmative section Jerusal appropriate complement. an affirmative action/equal opportunity employer.

94103. USM is an EEO/AA employer. Re-view of applications will begin March 1, 1992 and continue until positron filled.

Nursing: The University of South Curdina-Akten invites applications for Assassani/Associate Professor to assume tenure line position and be responsible for community health component of baccalauteate completion program. Master's in community health pursing required. Earned doctorate in nursing or related field preferred. Previous experience in Bis education desirable. Position is contingent on budgetary approval. Seal letter of interest, curriculum vitae, copies of publications und list of three references to: Dr. Elizabeth Hutchins, Chairperson, Search Committee: University of South Carolina-Aiken: 171 University Parkway: Adem, South Carolina 29801. An AA/EO Employer.

Nursing: Illinois Wesleyan University. School of Nursing. Geroniulugical Nursing faculty position. The School of Nursing at Illinois Wesleyan University invites appli-cetions for a tenure track position in geron. cetions for a tenure track position in secontological nursing as Instructor or Assistant
Professor. Formal preparation in health assessment and health care of the elderly is
required. A Master's in Nursing with an
earned doctorate or a doctorate in progress
and two years of clinical experience are required. The candidate must have a strong
commitment to excellence in undergraduate teaching. The School is especially intercisted in minority candidates. Salary competilive; mak based on credentials. Send
latter of application and curriculum virae to
Dr. Donna Hartweg, Director, School of
Nursing, Illinois Wesleyan University,
P. O. Box 2900, Bloomington, Itilinois
61702. Transcripts and letters of reference
will be requested at a later time. Deadline
for applications is April 1, 1992. Illinois
Wesleyan I an equal opportunity employer. (309) 556-3051; fax (309) 556-3043.

Nursing: Director of Nursing Beautic

research. Responsible for the continuing development of nursing research within the college. Excellent teaching and research resultries combined with a low stress living environment. Buc, aburente and master's degree programs with 44 faculty and stream of the environment. Buc, aburente and master's degree programs with 44 faculty and stream of the environment. Buc, aburente with a least one guadulate degree in unrang, leaching experience in a university appropriate to associate or full professor apopulation required. Retend grant experience desired. Send letter of opplication, vite and three felters of reference to: Dr. Lois J. Merrill. Dean. College of Nursing. University of Nuith Dakota, P. O. Box 8195, Grant Forks, North Dakota 8200, or call (701) 777-4555. UND is an Equal Opportunity, Affirmative Action Employer.

Nutrition: Human Nutrinon, tenure track, 12 month, Assistani Professor, 9 month teaching, 3 month research July, 1992 or until suntable candidate found, Ph. D. in Homan Nutrition required. Registered beauting or RDF required. Duties include teaching, research, advising and service, Letter is angle fright. ing, research, advising and service, Leter of aprilication, vita, transcripts and three of references by March 15, 1992 to Dr. Ann Bock, Department of Home Economics, Dox 3470, New Mexico State University, Las Cruces, New Mexico 2001. New Mexico State University is an Opportunity. Affirmative Action Employer.

Employer.

Nutrition/Extension: Nutrition position:
Cornell University's Division of Nutritional Sciences invites applications for three positions. (1) Faculty position: 12-month, tenure-track professorial, extension/research: nutrition intervention/policy-extensity for programs and provide leadership for program for programs, develop research program is antition intervention/policy, attract extensition field; strong background in food/nutrition/field; strong background in food/nutrition/field; strong background in food/nutrition/demonstrated expensive in design/wahstion of nutrition interventions or policy unallysis. Quantitative/qualitative research experience highly desirable. Expense is at least one of the following highly desirable:

UNIVERSITY OF ARKANSAS AT LITTLE ROCK ARKANSAS INSTITUTE FOR ECONOMIC ADVANCEMENT

UNIVERSITY EVANSVILLE

Registrar

WILLETIN BOARD: Positions available

licumensity of Evanseille invites applications to the position of Regis-or Responsibilities include implementing, academic policies; planning reproducing encollment management; maintenance of records of pulsing transcripts; coordinating, and reporting; horours; scheduling of nder and transcripes, Councilination of registration, preparation of re-dues and dassrooms; councilination, conducting institutional research assoluters and administering and supervising all dates of the Office

tasser's degree is required with strong managerial competence as well a state organizational. Interpersonal, and communications skills, Administrates experience at an independent university is preferred.

Passance expenence at an independent interprets is presented.

The University of Evansville is an independent, church-related, selective drassions university locates in a city of 135,000 in southwestern Indicated toffers a comprehensive program or metricition mediating liberal an idence, engineering, business, nursing, and education. Furrollment maters approximately 2,300 full-time students. The University also idudes a major campus in England—Harlaxton College.

Bellegistrar reports to the Vice President for Academic Atlants Salary is congruence with experience. Applications will be accepted until the patents filled. Please send letter and resume to:

Dr. Frik Nielsen Vice President for Avademic Attains University of Evansville 1800 Univoln Avenue Evansville, Indiana 1772

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

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UNIVERSITY Director

Center for Philanthropy and Nonprofit Leadership

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Gard Valley Stale is a Comprehensive, public conservity. The resolutionings should in Allendale, 10 miles from Cranicl Report, in sweet the logar. The thirmity operates a comprise of Cranicl Reports and a context in Stuskegon be engliment for Fall 1991, was 12 (10).

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An Equal Opportunity - Americans of Action Emphasis

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SENIOR RESEARCH SPECIALIST

A Sentor Research Specialist is sought who has an academic back-ground and experience suitable for conducting applied research in husiness and economic fields to further the economic development objectives of the state of Arkansas. The person selected should have an understanding of business concepts and operations, economic impact analysis, statistical research methods, and survey techniques. Strong interpersonal and leadership skills in dealing with external suffiles is cleared. Previous experience in a business setting and success in obtaining research grants will be given strong consideration. An appropriate doctoral degree is required. Candidates with appropriate experience and nearing completion of a doctoral degree may be considered.

The Arkansas Institute For Economic Advancement is part of the College of Business Administration at the University of Arkansas at Little Rock. The University is a growing institution with 12,000 students located in Little Rock, a metropolitan area of approximately 5(tt),(t00) population. The Institute is a research and training unit including 40 employees. The position will report to the Director of

The appointment will be on a 12-month basis with salary competi-tive and dependent on qualifications. Benefits include TIAA/CREF retirement, group life, disability, and medical insurance, and depen-dent student fee reductions. The position is available immediately.

The review of materials will begin on March 1, 1992 and continue until the position is filled. Send materials, including letter of application, résumé, and references to: Dr. Gary Chamberlin, Director, Arkansas Institute for Economic Advancement, University of Arkansas at Little Rock, 2801 So. University Avenue, Little Rock, Arkansas 2004.

The University of Arkansas at Little Rock is an affirmative action, equal opportunity employer and actively seeks the candidacy of minorities and women. Under Arkansas law, all applications are



MISSISSIPPI DEPARTMENT OF EDUCATION OF A THE SUPERPINTENDENT

STATE SUPERINTENDENT

The Mississippi State Board of Education is seeking a State Superint of Education with the vision and skills needed to lead education improve ment across the state. As the chief executive officer for the Department of Education, the Superintendent manages a staff of approximately 750 people with an annual state appropriated education budget of over \$1 billion. The Superintendent is responsible to the nine-member State Board of Education. The salary is currently sol within a range of \$85,000 to \$96,000 and will be negotiated based on qualifications and experience.

The State Board is seeking an exceptional leader with: a distinguished record of service to an educational adv outstanding ability to work with the State Board of Educ

outstanding ability to work with the trace and control of the policy decisions;
 and afternatives for framing state policy decisions;
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up-lo-date knowledge of educ other countries; and

Persons withing to be considered as an applicant for the position about a somit a formal application which addresses qualifications; a current subte h healthcase a personal letter of application which addresses qualifications; a current resume; a statement in which the applicant shares thoughts on the changing role of state leadership in education; transcripts from colleges or universities which awarded a degree; and

taquirle 2 may be made to Andrew Mullins, Mississippi Department of Education, P.O.
Jackson, MS 39225, or by calling (601) 359-3515. Equal Opportunity Employer e of Volumention, P.O. 23697.

the evaluation, development and implementations, and acd-user computing. The profitted with the expansibilities, Master's degree in an appropriate scademic commutee responsibilities. Master's degree in an appropriate scademic descending required, business education is preferred. A minimum of five years of teaching and/or industrial experience in electromerus and implementation in the qualifications and excommensuates with qualifications and excommensuates and transfer. Provides consultation and candidates and except the except of personnel of receipt of papications is March 15. [Vrz. fill is an AALOE.]

Peace Studies: Colease University is seeking conditions and except the leaching needs of its interdisciplinary Peace Studies. Program The positions is March 15. [Vrz. fill is an AALOE.]

Peace Studies: Colease University is seeking acondition of training programs related to primary responsibilities. Assures combinates new andorrevised policies not implication in exploration and consultation and communities new andorrevised policies and communities new andorrevised policies and communities new andorrevised policies and communities and transfer. Provides consultation and communities and transfer provides consultation and consultation in evaluation, pleaning and reference reference. Surface with a superior of exception of a source of exception and autorities and articles and consultation and communication and communication

ASSOCIATE DEAN, TECHNICAL SERVICES AND SYSTEMS DEVELOPMENT

UNIVERSITY LIBRARIES

Northeastern University

Responsibilities: Plan, administer, and provide leadership for the technical services and systems development functions of the Northeastern University Libraries. Effectively organize staff, utilize fiscal and technological resources, and give direction to departmental units for acquisitions/serials cathologing. networked support systems, and archives/special collections. Work closely with the Dean and other administrative officers on strategic, long-range, and general administrative planning, on policy formulation, and on funding, budgeting, and grants. Coordinate plans and settivities with user services, collection development, and administrative services. Represent the University Libraries regionally and nationally on technical

A new centralized library on the Boston campus opened in 1930. Annual acquisitions purchases exceed \$3.5 million. The Libraries hold membership in OCLC, Nelmet, and the Buston Library Consortium. CARL Systems and Tandem computers are the platforms for the public access Northeastern University Libraries Information System (NULIS) and for integrated processing services support. NULIS also serves as the Libraries' primary network galeway to other information resources.

Qualifications: AlA accredited MLS degree. At least five years of substantial managerial experience in automated technical substantial managerial expenence in automated rectional services and in analysis, planning and implementation of systems and networks. Strong administrative leadership, communication, interpersonal, analytical, planning, and organizational skills. Able to work effectively with individuals and groups from among various academic, administrative, and library constituencies, and to articulate and advocate goals and innovative programs. Thorough understanding of concepts of technical services and of automated information services support in scadenite libraries. Knowledgeable about trends in higher education, in academic libraries, and in emerging relevant technologies and support systems. Commitment to professional growth and staff development.

Salary: \$60,000 minimum, depending upon qualifications and experience. Excellent benefits package.

Applications received by March 6, 1992, will receive first consideration in this reopened scarch. Please send a letter of application, resume, and the names of three references to:

> Alan R. Benenfeld, Dean Northeastern University Libraries 320 Snell Library 360 Huntington Avenue Boston, MA 02115

Northeastern University is an affirmative action, equal opportunity employer.

ADMINISTRATIVE POSITIONS **SCHOOL OF NURSING**

Southern Illinois University at Edwardsville Edwardsville, Illinois 62026

Positions available: Associate Dean for Academic Affairs, Area Chairs (2), Director of Research and Director of Communing Education. Master's degree in nursing as well as a Doctoral degree, preferably in nursing. Teaching experience at the baccalaureate and graduate levels. RN licensure in Illinois and Missouri required. Rank and salary dependent upon qualifications. Closing date for application 41/92 or until filled. Southern Illinois University at Edwardsville is a state supported, coeducational institution with an enrollment of over 10,000 students and a faculty that numbers approximately 600. The campus is located in Edwardsville, Illinois, which is situated twenty minutes from St. Louis, Missouri, one of the oldest and richest cultural centers in the country. Submit letter of application, curriculum vitae, transcript, & five names for reference to Dr. Nancy S. Creason, Dean, School of Nursing, Southern Illinois University at Edwardsville, Edwardsville, Illinois 62026-1066 or call collect (618) 692-3936.

Affirmative Action, Equal Opporunity Employer

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BERGEN **COMMUNITY COLLEGE**

thergen scunning vallege in northern New Jersey. It serves a community college in northern New Jersey. It serves a disease population of over 12,000 students and otters 72 degree and certificate programs.

DEAN, DIVISION OF NATURAL SCIENCE AND MATHEMATICS

The Dean reports to the Academic Vice President and is responsible for providing leadership to the faculty and students in mailtennatics (including remobal/levelripmentat), computer science, biology, chemistry, physics, engineering, drafting and design, and technologies. The Dean is responsible for supervising, directing and evaluating curriculum and staff development, for development and implementation of thyisimal plans. The Dean works closely with the Dean to response to the provision of the property of the Dean works closely with rather Deans to develop college-wide policy and procedures and also coordi-nates relevant College activities with external agencies and other institutions.

Master's degree in one of the division's disciplines required; second relevant master's or doctorate preferred. Minimum live years' college to iching and/or administrative experience including at least two years at a community college. Excellent human relations and communications skills required as well as knowledge of current research on teaching and burning, assessment, and trends in remodial (descriptions) to leducations.

DIRECTOR OF THE STUDENT CENTER

The Director will manage and operate the newly constructed Student Center, Will coordinate schedules, negotiate and recommend contracts, supervise personnel and prepare and oversee budgets. The Director will develop, coordinate, and evaluate of diego-wide programs of student co-curricular and extracturinatar activities and provide loadership to student government and student servicies.

Master's in Student Personnel Services, Eligher Education or Rusiness Administration required. Aminimum of five years' experience in a college setting in Student Center Management or Student Activities including at least two years' administrative responsibility. Must leave excellent human relations and communications skills and knowledge or student leadership develop-

Starting date for both positions: July 1, 1992. Send cover letter, resumé and names and addresses of three references by March 6, 1992 to:

Roanne Angiello, Academic Vice President BERGEN COMMUNITY COLLEGE 400 Paramus Road Paramus, NJ 07652

An Alfirmative Action, Equal Opportunity Employer Campus Buildings Are Smoke-Free

■ MONTANA STATE UNIVERSITY

Dean for Outreach

Montana State University (MSU) invites nominations and applications for Dean for Outreach', Seeking dynamic, creative leadership to integrate the diverse interests of the MSU Extension Service, Extended Studies, Summer Session and other outreach education programs. Reports to Associate Academic Vice President for Outreach/Director of MSU Extension Service

The Position: Will levid development, implementation and assessment The trastition: Will teit development, implementation and assessment of outreach educational programs and Summer Session. Will communicate with academic community, county state and federal agencies, private industry and general public to revise and expand NSU's outreach educational programs. Will make staffing and supervisory decisions and budgetary recommendations for Extension Service. Extended Studies and Summer Session. Combined fecul-

ty and stall of approximately 200 FTEs with \$10 million budget
Required Qualifications: Earned doctorate from accredited institution. record of excellence in research, teaching and service to qualify for appointment as associateful professor, progressively responsible experience in outreach education (e.g. Extension Service continuing education): experience in higher education administration, personnel management, fiscal management and leadership; evidence of competency in program development, im plementation and assessment successful experience in securing extramural funding. The successful candidate must possess an understanding of and commitment to the Land Grant mission, excellent written and verbal communicaiton skills and evidence of the ability to motivate and communicate effectivey with diverse constituencies at the University, county, state, regional and ne-

Preferred Qualifications: Experience in development and implements tion of innovative delivery systems and educational programs: appreciation for disciplinary and interdisciplinary programs as evidenced by collaborative

Application: Nominations must be received by March 16 1992. Applicants submit (1) letter of application addressing the above qualifications: (2) discussion of vision for outreach educational programs in the 21st century. (3) current resume. (4) names, addresses and phone numbers of five professional

> Dean for Outreach Search Committee Room 213 Linfield Half Montana State University Bozeman, MT 59717-0286

Phone (406) 994-5683 FAX (406) 994-6579 *Title conringent on Board of Regents approval Veterans preference EO/AA employe

Physical Education: Gardner-Webb College's Department of Physical Education
and Health Education is accenting applications for a non-tenured Assistant Professor
position. The candidate must have an
earned doctorate or A.B.D., bold or qualify
for the North Carolina teacher certification
in Physical Education, and teaching a speriente on the college and public school levels. The successful candidate will teach
adaptive physical education, CPR and first
aid (standard and instructor's), courses as
aid (standard and instructor's), courses as
arequired by the gradule program as well as
coordinate Special Olympics. As a college
supported by the Baptist State Convention
of North Carolina, Ourdner-Webb College
enaploys persons who participate in and

wholeheartedly support the value system of the Christian church. A letter of application, complete vita, four letters of recommendation and all transcripts should be forwarded to: Dr. Des Humi, Chair, Department of Physical Education and Health Education, Clasher-Webb College, Boiling Springs, North Carolina 28017. Closing date for receipt of applications is March 1, 1992.

Physical Educations Black Hills State University invites applications for a nine month, tenure track position. Primary assignments selected from the teacher preparation program. Potential for graduate forstruction. Maximum of 12 hourstgemester.

To provide leadership to 50 diverse and talented faculty. Oversee curriculum review, design, implementation; faculty professional development and appraisel; library and registrar/scheduling operations. Requires demonstrable curriculum experties, linely honed interpersonal skills, sonsitivity to different learning styles, and proven management decision-making and implementation skills. Related experience required, preferably within a private coeducational college preparatory environment.

ACADEMIC DEAN

DIRECTOR OF ADMISSIONS

Seek person with charlema, character, and creativity with energy and genuine caring for a wide spectrum of youngsters to direct solidly staffed and effective Admissions operation. Requires 30-40 days' travel per year. Objective: continue full enrollment of student body of academic spectrum and critical dispatch. ic, socio-economic and cultural diversity. Basic experience in admis-sions and financial aid required, unless you can persuade us otherwise. Brewster Academy, Est. 1820, is a coeducational boarding/day college preparatory school on a lake-shore campus in a summer resort town. During 18-year headship of David M. Smith, facilities and enrollment have steadily increased to current 300 students from 30 states and 13

Send letter, résumé and three references (or names of) to Ms. Dianne Rogers, Director of Personnel.

BREWSTER ACADEMY

Wolfeboro, NH 03894 Tel: (603) 569-1600 FAX: (603) 569-6867

An Equal Opportunity Employed

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Monmouth College

DIRECTOR OF SPONSORED PROGRAMS

Monmouth College seeks individual to generate revenue from private and corporate foundations, state and federal agencies and private organizations. Individual will manage the resources of the Grants Office to identify, cultivate and solicit funds for the College's priority funding areas and address departmental needs and individual faculty research projects as resources will allow. Individual will also write grant proposals for priority needs and submit them to appropriate grant making sources and conceptualize College projects for grant funding as well as design written proposals for maximum impact.

Successful candidate must have a Bachelor's degree along with 3-5 years' fund-raising and 1-2 years' grants experience, preferably in an academic environment. Excellent interpersonal, organizational, research and written and oral communication skills required. Excellent fringe benefits including tuition waiver for employee, spouse and dependent children

Applicants should forward a current résumé no later than February 28, 1992 to:

Mrs. Patricia Swannack, Director of Human Resources Moumouth Cultege Cedar Avenue West Long Branch, NJ 07764

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

كأمراء مسترام والمسورة أمو وتنويما فمستر مشاكلات المستونة المستراط والمراوية Salary/rank negotiable, denending on experience and qualifications. Doctorate preferred, master's required. Send letter of appolication, vita, and three letters of reference to: Dr. James Hesson, Chair, Physical Education Search Committee, Box 9005, Black Hills State University, Spearfish, South Dakota 5779-9005, Application deadline March 15, 1992, or until position is filled. Starting date August 17, 1992. An EO/AA employer.

Physical Education: Successful candidate will sive direction and leadership to undergraduate Sports Medicina program. Teaching responsibilities include teaching in both the undergraduate major program and service program. Ability to leach a wide variety of service courses; including aquatics, and the following courses; including aquatics, and the following courses in the major; Prevention and care of Arthetic Iriquies, Physiology of Exercise, Motor Learning, and Kinesiology. Qualification; Ph.D. or Ed.D. preferred: W.S.I. required; N.A.T.A. cerulication desired; Teaching experience preferred. Submit letter of application, curriculum vitae, and magne of three references to: Dr. Jano Farr, Marywood College, Scrapion Pennsylvania 18509.

Physical Education / Athletics: Human Per-formance and Leisure Studios, Two Posi-tions: (1) Assistant Men's Basketball Coach, (2) Head Track Coach. Tenture track Instructor or Assistant Professor, Pall 1992, Massler's dearee in Physical Edu-cation required, Master's plus 30 hours pre-ferred. NCAA Division II. Be qualified to teach in three of following courses: Sport

Physical Education/Exercise Science: Assistant Professor/Instructor of Payaical Education and Exercise Studies. A full time, teature-track position commencing August 15, 1992, Responsibilities include teaching sarderszwaduste courses in libritare physical fitoss, athletic training, first aid, fluess and aging, exercise physiology lab, health education, weight training, a variety of aerobic activities, and possibly other exercise

of the Arms

science reinted courses: serve as advisor for the majors club; ussist in student/faculty wedness program; assist in ongoing research projects; advise undergraduate attudents; and perform other scholarly activities. This position will require an above average dediction of time and effort. Total commitment to students and undergraduate education is a must. Minimum qualifications are: Moster's degree in Evercies Science/Physiology, two years of teaching experience figar to fail time; at the college level with experience and/or expertise in the teaching areas listed above, CPR and first aid certified or willingness to become certified (or NATA Certification). ACSM Certification preferred, and significant interpersional skills (ability to communicate and cooperate successfully with various consiliuents). Salary \$25,000-\$29,000. To apply, submit the following materials before March 6, 1992: letter of application, current resumé, and three letters of reference to Dr. Joe V. Chandler, Chair, Division of Physical Education and Exercise Studies, CPO Box 6043, Lander College, 320 Stanley Avenue, Greenwood, South Carolina 28649-2099, Lander College is an Affirmative Action, Equal Opportunity Employer.

Physiology: Assistant Professor, Department of Physiology, East Tennessee State University, James H. Quillen College of Medicine. Tenure-track position at the Assistant Professor level is to begin June 1, 1992. Applicant must have a doctoral degree with extensive training in physiology and have two or more warrent. Applicant milst have a doctoral destree with extensive training in physiology
and have two or more years of posidoctoral
dwerience. Potential to develop and sustain a fundable, independent research program will be an important selection critical.
Area of expertise is open, but currently the
department has six faculty members whose
interests represent a wide range of collular
substances and research in the physlological science. There are opportunities
for collaboration throughout the department and college with research groups interested in cell blology of the vascular wall
neuroscience, membrane transport, electrophysiology, cardiovascular confroi, and
cell and molecular blology. East Tempessee
State University provides a growing research community, ample start up funds,
modest teaching loads; and a befauffur
physical location. Candidates should submil a curriculum viae, années of there refovences, and a brief research prospectus to

Dr. William L. Joyner, Professor and
Chalrman, Department of Physiology,
P. O. 19,780A. East Tennessee State Uni-

Azusa Pacific University DEAN OF STUDENTS

Azusa Pacific University invites nominations and applications for the position of Dean of Students. The Dean reports to the Vice President for Student Life.

Responsibilities: The dean provides vision and leadership to achieve goals of the Office of Student Life. Specific areas of responsibility include: residence life, campus ministries, student activities/ orientation, personal and career counseling, campus safety, and

Qualifications: A maturing and contagious Christian faith; an eamed doctorate; five to seven years of significant administrative and supervisorial experience in student affairs/higher education; experience and parameters and proposed and p ence with hudget development and management; demonstrated ability to integrate curricular and co-curricular programming; demonstrated commitment to staff development; and evidence of excellent oral and communication skills.

Compensation: Competitive with like institutions.

Application process: Applications should include a résumé, leaer of application, and names, addresses, and telephone numbers of three references. Please note if you are planning to attend the ACPA or NASPA convention. The expected appointment date is July 1, 1992.

Alice Moy Fong, Chair Search Committee for Dean of Students Azusa Pacific, University 901 E. Alosta Ave., P.O. Box APU

Applications should be received by March 2, 1992. The university reserves the right to extend the deadline as circumstances warrant

Azusa Pacific University is a distinctively Christian, coeducational liberal arts university, accredited by the Western Association of Schools and Colleges. It offers educational opportunities for baccalareate and master's degrees. As a Christian institution, APU affirms the supremacy of Christ in all areas of life and expects faculty to mode Christian values in their professional and non-pr

Azusa Pacific University does not discriminate on the basis of sex race, age, disability, national or eibnic origin, or status as a veteran in its programs, policies, or procedures. Minorities and women are urged to apply.

COLLEGE OF BIOLOGICAL, MATHEMATICAL, AND PHYSICAL SCIENCES

UNIVERSITY OF SOUTHWESTERN LOUISIANA Lafayette, Louisiana

The University of Southwestern Louistana fractics applications for the position of Dean of the College of Biological, Mathematical, and Physical Sciences. The Dean is the distinctional conflict of the College, which entails 1,100 undergraduate and 285 goddust suddings, and has 123 fee offs members. The College of Sciences consists of seem dipartments: Biology (M.S., 14-15), Chemptiny (M.S., Computer Sciences (M.S., Ph.D.), Mathematics (M.S., Ph.D.),

Ph.D.)

The University of Southwestern Lautstana is one of ring publicly supported university governed by the Louistana State Board of Trustees. The Codego of Sciunces is one of eight degree granting colleges in the University. The University loss an enrollment of approximately 16, 200 students with a faculty of 6,00, and offers 89 baccalaurane degree programs USL is located in Lafayerne, Louistana, a city with a population of approximately 92,000 people Lafayerne is mear the Gulf Coast, on 110 houseern New Orloans and Houston, as serves as the cultural contest of Caput Louistana.

The Doen of the College of Sciences is expected to provide leadership within the College of several contest of Caput Louistana. The Doen of the College outside the University at the local and state lavels, and to participate in appropriate reamed dotted, and appropriate reamed dotted and appropriate contest of excellence in univergraduate and graduate reaching and research, and show evidence of successful administrative experience at the department head level or above. It is destrable for the applicant to have strong communication sides and experience on both recruiting and fund raising.

For initial consideration, an application, vita, these current letters of recommendation.

For initial consideration, an application, vita, three current letters of recommendation for initial graph materials must be received by February 23, 1992. The person selected rould be able to assume the position on July 1, 1992; however, the date of appearance and be adjusted dependent upon prior commitments. All applications should be set to

The Q.S.N. Comunities, College of Sciences The University of Southwestern Louisiana P. O. Box 41010 Lafayerie, Louisiana 70504-1010

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scripts for publication. Write independent grant proposals relevant to research. 40 hours/week. \$30,000/wear. Requires Ph.D. in Physiology, M.D. or equivalent, 3 year's postdoctoral research in gastrountesthal physiology. Requires research shility in dispestive system physiology demonstrated by 5 articles in refereed scientific journals; 3 latters of reference. To apply subpit carriculum vitae to Texas Employment Commission, Austin. Texas 78778 or apply at Texas Employment Commission. San Antonio, Texas Job Order #6587303. Ad paid for by Equal Employment Opportunity Employer.

Physiology/Biophysics: Teaure-track posi-tion, Indiana University School of Medi-cine. The Department of Physiology and Biophysics invites applications for a ful-time teaure track position at the Asastant, Associate or Professor level. Applicants should have a strong record of independent research utilizing molecular or critish ap-proaches to endocrinology. As area of pref-erence is horizone or growth factor action.

versity, Johnson City. Tennessee 37614.
Screening of applicants will begin Murch 1.
1992. East Tennessee State University is an Affirmative Action. Equat Opportunity is an Affirmative Action. Equat Opportunity Employer.

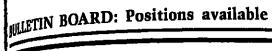
Physiology: Assistant Professor Physiology inontenured research appointment. Perform physiological research using conscious rats in regulation of exocrine pancreative secretion, intestinal hormone secretion. pastric emptying. Plan and perform experiments involving assistoritestinal surgery in rats. Analyze data and write manuscripts for publication. Write independent grant proposals relevant to research, 40 hours/week. \$34,000/wear. Requires: Ph. 10.

It lowever, exceptional candidates with other related interests will be considered. There are secilent opportunities for permitted in production in interdiscipling in the considered interests will be considered interests will be considered interests will be considered interests will be considered. There are secilent opportunities for permitted interests will be considered interests will be considered interests will be considered. There are secilent opportunities for permitted interests will be considered interests will be considered interests will be considered. There are secilent opportunities for permitted interests will be considered interests will be considered. There are secellent interests will be considered interests will be considered interests will be considered.

Indiana University is a minover.

Ity, Affirmative Action Employer.

Political Science: California State University, Northridge. Political Theory/Compositive Government—Europe. Condinated in the Control of Political Science invites applications for a public pure-track, position. Ph.D. or ABD is being dissertation at the time of application is the dissertation at the time of application is tracked. Canadiates will be espected in teach courses in fields of 26th Century Political Theory and in European Government and Politics. Teaching experience with sood evaluations is desirable. Application in the control of the political Science and Indiana. Application to Dr. Jane Bayes, Department of Political Science. California State University, Northridge. California State University, Northridge. Northridge, California State University, Northridge, 2335. The application deadline is February 24, 1992. An AAFE Employer.



Purdue University West Lafayette, Indiana

Dean, School of Science

Ardue University invites applications and nominations for the position of Dean of the School of Science.

tablished in 1867, Purdue is Indiana's land-grant university. The West Lafayette mus, located one hour north of Indianapolis and two hours south of downtown Orago, encompasses thirteen Schools, with an enrollment of 36,000 students. The small of Science is made up of seven departments: Biological Sciences, Chemistry, Conputer Sciences, Earth and Atmospheric Sciences, Mathematics, Physics and saks. With 300 faculty, 1000 graduate students and more than \$30 million in anal sponsored-research expenditures, the School operates a number of the goest and most important programs in the University.

ne Dean's primary mission is to provide vision and leadership in the School. goroding an environment optimal for the pursuit of scholarship in teaching and and The Dean Joins with the School's department heads and faculty to assure hat learning activities of the highest quality flourish at all levels, from degraduate education to graduate research. As chief academic and administrative of the School, the Dean actively represents the School to a variety of unstituencies inside and outside the University. The Dean reports directly to the December Vice President for Academic Affairs, and works closely with other deans, te presidents and the President.

Qualified candidates will have distinguished research and teaching records appointe for a tenured full Professorship, and demonstrated excellence in whenk management. They will have a working knowledge of the national resuch and funding milleu. They will be sensitive to all the constituencies served by the University and be able to articulate and advocate the goals of the School. by will evince enthusiasm for meeting the multifaceted challenges of academic

Applications and nominations should be sent to: Professor Henry T. Yang, Chairman the Search Advisory Committee, ENAD 101, Purclue University, West Lafayette,

ræing will commence March 9, 1992, and continue until the position is filled. trice University is an equal opportunity, affirmative action employer. Minority and men candidates are especially encouraged to apply.



DEAN **COLLEGE OF ARTS AND SCIENCES** Florida International University

Florida International University invites applications and nominations for the position of Dean of the College of Arts and Sciences. The Dean reports to the Provost, provides leadership in undergraduate and graduate program development, and coordinates overall administration of 18 departments, including the humanities, natural and social sciences, visual and performing arts, and the School of Computer Science. The College of Arts and Sciences has more than 4,000 majors and 300 full-time faculty. Degrees are awarded in numerous fields from the bachelor's through the doctorate. About two dozen additional graduate programs are projected for implementation over the next first to severe years. ation over the next five to seven years.

Florida International University, a member of the State University System of Florida, is in its twentieth year of operation. It is located on two campuses in the greater Miami area and enrolls approximately 23,000 students in 180 undergraduate and graduate degree programs.

The successful candidate should have a record of intellectual accomplishment worthy of tenure within the College at the rank of professor, the ability to provide academic leadership and a commitment to recruiting and retaining a diverse faculty and student body. Experience in a system with faculty collective bargaining is desirable. Minority and women candidates are urged

The search and selection process will be conducted in accordance with provisions of the "Government in the Sunshine" laws of the State of Florida. Meetings and all documents related to the search are open to the public.

Salary range is competitive, depending on qualifications and experience. Anticipated starting date is August, 1992. Applicants should submit a letter of interest, curriculum vitae, and the names, addresses and

phone numbers of three references to: Professor Mary L. Volcansek Chair, Arts and Sciences Dean's Search Committee Florida international University

University Park, PC 523C Mlami, Florida 33199 Applications and nominations must be postmarked by February 27, 1992.

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University of Colorado at Denver SCHOOL OF EDUCATION DEAN

Buiversity of Colorado at Denver invites applications and minions for the position of Dean of the School of Education to ismedules I July 1992. The applicant must have un carned torse in education or related field, and be eligible for appointmen Etterwed professor.

referred candidate should have demonstrated

l effetive leadership for strategic development of our nitron school of

becapacity to communicate and work well with ethnic, hownship ad other minorities;

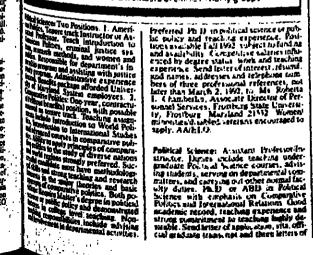
spinesa experience with and communitient to academic processes

inderstanding of the roles of research and teaching in the miversity setting: and boss in developing relations with public and presate schools.

mounty, industry, and funding agencies Admirantly of Colorado at Denver is located on a beautiful urban the best and was recently ranked academically as one of the best final universities in the West. The School of Education comprises Really organized into five divisions. The School offers graduate to homore than 2,000 students annually in certification, MA, EdS.

sidention of completed applications will begin on 1 March 1992 dominue until the position is fallen, for a detailed position contion and application procedures, applicants and nonnature and contact the Chair, Dean's Search Commuttee. University of dendo a Denver, Campas Box (199, P.O. Box 17331-1, Denver CO ^{[Q]7-3364} (303) 556-2717.

Palahendy of Colorado at Denver is altrangly committed to entruncing the stay of a faculty and start and invites and entropy types received one of Mications from women and members of entricin nearly group?



ASSOCIATE DEAN

College of Human Ecology University of Minnesota, Twin Cities

The University of Minnesota, College of Human Ecology, invites applica-tions and monutations for the position of Associate Dean for Academic Attains. This position holds administrative responsibilities for undergraduate and graduate a ademic affairs, continuing education, and other related ad-ministrative duties. Appointment negotiable 75-101% time, up to three year term; re-appointment subject to administrative review. Rank/tenure nego-tiable. Position available 7/14/22.

Qualifications: Minimum qualifications include an earned doctorate; a threscurent in undergraduate or graduate education; interest in support of the College's teaching and research mission; experience in admissions and/or advanting students; ability to work productively with University and College administrators; and demonstrated administrative and leadership qualities. Preference will be given to individuals at Associate or Full Professor level. Application desdline for receipt: March 10, 1992. Letters of application through the statement of interest in position; current resume; and march, addresses, and telephone numbers of three references. Send to Sheryl Graver, Personnel Director, College of Human Ecology, 32 McNeal, 1985 Ituford Drive, St. Paul, MN 55113; 612-626-1227.

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- * Your ad will be properly positioned or indexed-convenient for our readers and effective for you.

For more information, please call (202) 466-1055



SCHOOL OF LAW

Memphis State University invites applications, inquiries, and nominations for the position of Dean of the School of Law. The University is seeking dynamic leadership for a diverse, urban law school with a strong faculty commitment to academic excellence. An established record as an effective law teacher, qualitatively significant publications in law, strong academic crodentials, and administrative ability are

The Law School is comprised of 21 full-time faculty, approximately 450 students, and a library of over 230,000 volumes. It is situated on the campus of Memphis State University, a comprehensive university with an enrollment of approximately 21,000 students, located in the Memphis metropoli-

Screening of candidates will begin on 26 January 1992 and will continue until the position is filled. Nominations, inquiries, and applications, including vitae and the names of three references, should be directed to:

> Lauer, Sharbaro Associates, Inc. 30 North LaSalle Street Suite 4030 Chicago, Illinois 60602

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recommendation within 30 days of publication to Dr. Oille Christian, Department of Social Sciences, P. O. Box 12B, Xavier University of Louisians, New Orleans, Louisians 70125, Xavier University is a predominantly Black, Catholic university.

Political Science: Comparative Political American Politics. Berry College, a private liberal arts college with an undergrandante attudent encellment of 700 students located in a beautiful part of Northwest Georgie, invites applications for a teaute track position at the Assistant Professor rank beginning in August 1992. The teaching load is 12 hours each semester, and applicants should be able and willing to leach a broad range of courses in American and comparative soil-ties (excluding the Third World), as well as a course in research methods. The Ph.D. degree is required by the time of apploximents for the cities of reference and evidence of teaching and scholarly second planners to: Dr. Robert L. Gelesi, Head, Department of Social Science, Berry

40

Political Science: Two instructor or assistant professor positions to teach freshman and sopheracer courses in American Croverpment. Fh.D. in discipline preferred, ABDs considered. Salary competitive and negotiable. Application dendline March 30, 1992. A Two-Year Unit of the University System of Georgia, with a faculty of 130 and an enrollment of 4,600. Macon College is tocated 90 miles south of Atlanta on intersitute 473 in a metropolitan area of more than 250,000. Macon College is considered to the inclusion of women and monorities in its educational mission. Women and minorities in its educational mission. Women and minorities in sevently urged to apply. Send agits educational mission. Women and minorities in the are strongly urgod to apply. Send application letter, vita, official transcripts, and three letters of reconstendation to Dr. Albert McCormick, Chair, Division of Social Sejences, Macon College, College Station Drive, Macon, Georgia 31297; (912) 471-2834. EO/AAR.



The University of

DEAN

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

Lamar University - Beaumont

Applications and nominations are invited for the position of Dean of the College of Education and Human Development, Lamar University. The Dean is the chief academic officer of the college, reporting to the Executive Vice President for Academic and Student Affairs.

The University: Lamar University-Beaumont is the primary component of the state-supported Lamar University System which includes Lamar University-Orange, Lamar University-Port Arthur, Lamar Institute of Technology, and the John Gray Institute. There are approximately 10,000 students enrolled on the Beaumont campus in a variety of baccalaureate,

master's and doctoral programs.

The Colleger Education and Human Development is one of six colleges on the Beaumont campus and offers six baccalaureate and eight master's degrees as well as a doctorate in Educational Administration in cooperation with Texas A&M. The college enrolls 2,000 undergraduates and 500 graduate students and has 60 faculty in the departments of Professional Pedagogy, Educational Leadership, Home Economics, and Health, Kinesiology and Dance. The teacher education programs are accredited by NCATE and the Texas Education Agency. Other components of the college include the Conn Chair for Gifted and Talented Education, the Early Childhood Development Center, editorship of the Journal of Teacher Education and Practice, the Division of Research and Evaluation and the Division of Professional Services.

- Farned doctorate in a discipline represented in the college:
 Record of effective education administration, including intellectual, curricular, and fiscal leadership:
 Knowledge and experience within the divisions of the college;
 Background of effective teaching, research and publications appropriate for appointment to the rank of professor;
 Demonstrated competence in interpersonal skills and collaborative efforts with internal and external constituents;
 Record of securing and allocating resources to provide quality undergraduate and graduate instruction, research, public service and outreach projects, including student recruitment.

The position is available in June 1992 or as soon thereafter as the selected candidate is available (no later than September 1, 1992). Review of applications will begin on March 2, 1992. Application/nomination procedures: Send letters of application or nomina

Dr. E. Harold Blackwell, Chair Education and Human Development Dean Search Committee P. O. Box 10034 Lamar University-Beautoont Beaumont, Texas 77710

Applications must include a letter of interest; vita; names, addresses, and telephone numbers of three references. Women and minorities are encouraged to apply. Lamar University is an equal opportunity, handicap and

Dean. School of **Arts & Sciences**

Bridgewater State College seeks applications and nominations for the position of founding deam of the newly formed School of Arts & Sciences. Reporting to the Deam are the Departments of Art, Biological Sciences, Chemical Sciences, Earth Sciences & Geography, Economics, English, Foreign Languages, History, Management Science & Autation Science, Mathematics & Computer Science, Music, Philosophy & Raftgions Studies, Physics, Political Science, Psychology, Social Work, Sociology & Anthropology, and Speech Communication, Theatre Arts & Communication Obsorders. The Dean, who reports to the Vice President for Academic Affairs, will play a critical leadership role in developing and assessing the curriculum, hiring teculty, budgeting, and program phending. The Dean will also have significant coordinating functions with the Cottege's new \$10 million Center for Rechnological Applications. The Center is dedicated to Improving K-12 and collegiste teaching, especially in mathematics and science, through the applications of computing and communications technologies.

The successful candidate should have a terminal degree (Ph.D.) in one The successful candidate should have a terminal degree (Ph. B.) in one of the disciplines of the school a strong sustained meant of research and publication; a strong record of activity with appropriate professional organizations; extensive experiences as a faculty member in an arts and sciences department; a record that indicate increasing levels of administrative responsibility appropriate to a school deen; and familiarly with record developments in higher education curriculum. The successful candidate will exhibit personal qualifies such as integrity, good ludgement, creativity and a sense of humor that will allow himbler to work collegiaty with a wide range of constituencies including other administrators, laquity, school debrict personnel, and students.

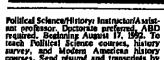
Bridgevalor State College is ideally sturted in a small New England com-Biting review is seen to seen as leasing source in a smear new carguma com-munity close to Boston and Cape Cod. The College has a 150-year tradi-tion in educating teachem. Approximately 38 percent of all current students (undergraduate and graduate) are majoring in education-related programs. The College offers Bechelor's and Master's degrees in a variety of educational disciplines, as well as the Certificate of Afranced Graduate

SALARY: Competitive.

DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continuous but not orior to March 1. 1992. (Letter of application, curriculum ing, but not prior to March 1, 1892. (Letter of applicat should be submitted for a complete file.)

ADDRESS ALL MOUNTIES TO: Chairperson, Dean of Arts and Sciences Search Contrities, Office of Human Resources, Boyden Hall, Bridgewater State CoRege, Bridgewater, MA 02325.





1.

Political Science/History: Instructor/Assistant professor. Ductorate preferred, ABD required. Beginning August 17, 1992. To teach Political Science courses, history survey, and Modern American history courses. Send resumé and transcripts by Pebruary 24, 1992, to Dr. Mark Davis, Bar-grammes up to Ph.D. fevel in the Human-grammes up to Ph.D. fevel in the Human-



DEAN **HOBART AND** WILLIAM SMITH COLLEGES



DEAN OF HOBART COLLEGE: The Dean is the senior administrative officer of Hobart College, one of two colleges of campus. Hobart College, for men, was founded in 1822 and is a coordinate college with William Smith College for women, (ounded in 1908. The two colleges have a single president, one central administration, one faculty and one Board of Trustees. The Colleges preserve individuality through separate deans and their staffs, admissions offices and student governments. The Colleges are very selective in their admissions criteria and current enrollment is 990 men and 830 women. The 145 faculty are dedicated to interdisciplinary teaching and research, international education and how difference (e.g. gender, race, cuiture) informs what we share in common as human better that coolings.

The coordinate nature of the colleges respects the fact that gender is a crucial ingredient in the formation of identity during the college years and are thus organized to support men and women equally—both separately and together—in a rigorous, liberal arts academic setting. The clean's position is a hybrid of both academic and student affairs responsibilities and in this sense is a unique and challenging opportunity.

The Dean is the principal administrative officer of the College in matters of student academic standing and student life, reporting directly to the President. The Dean advises individual students on academic matters, works with student organizations on questions of campins life, and supervises a variety of student service offices. The Dean is a member of the faculty and an ex-officio member of various faculty committees concerned with curricular, academic and student life matters. The Hobart Dean's Office includes an Associate and two Assistant Deans and a residential life coordinator. The Deans of the Colleges have oversight for admissions, financial aid, athletics as well as all other student services.

The Colleges are seeking a person with academic and administrative experience; a person deeply committed to an understanding of the inextricable connection between the academic and social spheres of a college community; a person who enjoys working at the intersection of faculty and the intersection of faculty and

Nominations or applications, with a letter explaining one's interest in this unique position, a resume, and the names of three references may be

Dr. Donald Woodrow
Associate Dean of Faculty and Chair of the Search Committee
Coxe Hall
Hobart and William Smith Colleges
Geneva, New York 14456

Review of applications will begin March 6, 1992.

Hobart and William Smith Colleges are equal opportunity employers.

NORTH HENNEPIN COMMUNITY COLLEGE

Dean of Student Services and Community Relations

North Hennepin Community College is comprehensive two-year community college in the Minnesota Community College system. The 80-acre campus is located in Brooklyn Park, MN and serves the northwest section of the Twin Cities metropolitan area. The enrollment exceeds 6,000 students in a variety of transfer and two-year occupational programs. The college has a strong relationship with its community expressed in continuing education and community service activities and a vital student services program.

Responsibility: The Dean of Student Services program.

Responsibility: The Dean of Student Services and Community Relations reports directly to the President and provides executive leadership to the College in mailters relating to student access, services and activities, counseling, minority outreach as well as student and community information needs. Working collaboratively as a member of the President's Cabinet, the dean develops, implements and monitors goals, priorities, budgets, staffing policies, regulations and procedures relating to student and community affairs.

Regulations and procedures relating to student and community affairs.

Qualifications: The position requires a master's degree; doctorate preferred. The Ideal candidate will have substantial managerial experience, demonstrated understanding of student services, commitment to the community college mission and student concerns; demonstrated success in supporting diverse student populations and an understanding of publications, audio visual, data, and telephone communications and the role of marketing in community relations. He/She should possess strong leadership and administrative skills and the ability to promote cooperative relationships to build a successful student life and community relations program.

Applications: Applications will be accomped with Column Co. 1999.

Applications: Applications will be accapted until February 26, 1992 and must include a letter of application and a complete resume. Applications

Search Committee
Dean of Students and Community Relations
North Hennepin Community College
7411 85th Avenue North
Brooklyn Park, MN 55445

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Search Opened for Academic Dean

ARE YOU PRESENTLY AN ASSOCIATE DEAN OR IN A POSTICE WORKING CLOSELY WITH PACULTY WHO IS READY TO PUT SE, CESSFUL EXPERIENCE TO WORK AS AN ACADEMIC DECISION MAKER AT A QUALITY ACADEMIC INSTITUTION?

Clarke College would like to hour from you if you are committed at the liberal arts and to working with a dedicated, quality faculty in the supportive environment of an independent college. For considerate, you will need to posses an earned deuterate in a traditional liberal and discipline, successful teaching experience and scholarly achievement minimum of 3-5 years of administrative experience, single leatent; qualities, and the ability to communicate effectively and work well ad

KEY RESPONSIBILITIES:

- Reports directly to the Vice President for Academic Affairs.
 Itas responsibility for the recruitment, evaluation, and profession development of the faculty.
 Supervises budget planning and the management of the scale.
- program.

 Participates in long-range institutional planning and curicular

Clarke College is a vibrant liberal arts institution with 149 year of quality and excellence in education and a demonstrated openes at vision for the future. Located in Dubuque, lows, on the built of a Mississippi River where Iewa, Illinois, and Wiscossin convers, the historic city of 65,000 blends husinoss, education, industry, toured, and culture in exciting and unique ways.

This sourch will continue until the position is filled. Review of applications will begin inunediately. Sond letter of application, résumé, and names and telephone number of three references to:

Gortrude Ann Sullivan, BVM, Ed.D. Vica Prosident for Academic Affairs Clarke College Box 154 1550 Clarke Drive Dubuquo, [A 52001-3198

Clarke College ospucially encourages applications from women and minority candidates and is on affirmative action, equal opportunity employer

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ASSOCIATE DEAN School of Art & Design

Pratt Institute socks an experienced professional to save in the Prate Institute sooks an exportenced professional to save non-position of Associate Doan of the School of Art and Design. In Associate Doan will report directly to the Dean and be responsible to the day-to-day management and future growth of the School's twist dopartments; administrative and clorical staff; budget; and testiles and equipment. A person of vision, energy, and organizational compains to required to holp load the culturally diverse student body of main 2,000 undergraduate and graduate students in meeting the multi-de-plinary challenges of contemporary visual education.

eading candidates will possoss the following qualifications:

- Leading candidates will possosa the following quellications:
 A distinguished professional record with at least five years of demonstrated supervisory and administrative capability in the areas of academic policy, personnel, planning, and budget;
 An advanced degree in one of the disciplines represented in the School (a particularly strong candidate would include a Mester's degree in Arts Administration or Business Administration);
 Demonstrated competence with computer-based management information systems;
 Classroom or studio teaching experience;
 Marked capacity to feater collaborative action between divense components of the School and Institute; and
 A commitment to the mission of Pratt Institute.

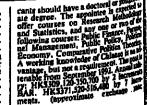
The position is available on May 1, 1992. Annual compensation is competitive and includes an excellent benefite package. Applicable should submit: (1) a letter that expresses their interest in the position and their educational and administration philosophy, and discusses their candidacy in relation to the above qualifications; (2) a copy disk their candidacy in relation to the above qualifications; (3) a let of three references (references will not be contacted without the candidate's permission). Applications should be sent no later than March 1, 1992, to:

Search Committee
Associate Dean, School of Art and Design
MUMAN RESOURCES DEPARTMENT 200 Willoughby Avenue Brooklyn, New York 11205

Prett Institute, founded in 1887, educates nearly 3,500 undergradule and graduate students from 47 states and 80 tonign counties in Schools of Art and Design, Architecture, Liberal Arts and Science. Schools of Art and Design, Architecture, Liberal Arts and Science and Professional Studies. Pratt is located on a 25-acre campus hits and Professional Studies. Pratt is located on a 25-acre campus hits historic, landmark Clinton Hit neighborhood of Brooklyn, Neil York. Pratt institute is an equal cocortuni



itles, Bustness Administration, Science, Medicine, Social Science, Education, Engineering and Architecture. Current student agrollment is 9,300 full-time equivalent, which will expand to 11,500 by 1994-95. The University is very active in promoting research and consultancies and lizating with industry and the business sector worldwide. Both English and Chinese are used in teaching and administration. Continuent upon funding, applications are levitled for the post of Lectureship in Government and Public Administration. Appli-





DEAN

COLLEGE OF COMMUNICATIONS

Monunations and applications are needed for the position of Dean of the College of

The Dean is the clust academic and administrative efficer of the baculty of the College of Communications, which includes the Departments of Advertising and Journalism, the Institute of Communications Research, the Division of Broadcastling, and a Program in Media Studies. The College has 40 facility members, 4 th undergraduate students, and 40 gadate students. The College of the college of the program in Media Studies in a divertising and portradism, and a discordant in communications. The College is responsible for the staffing and management of three public broadcasting stations. The College of Communications has a distinguished radiiton of

Strong preference will be given to candidates with the following qualifications: a Ph D in Communications or an earned doctorate in a related field, provers achievements in a scholarly discipline or professional field, administrative experience; a record of performance and domonstrated commitment to affirmative action, the ability to provide insociative leadership to a diverse faculty.

Salary is competitive. Position available August 21, 1992.

In order to insure full consideration, nominations and applications (including vita) should be received by March 16, 1992. Materials should be submitted to

> Professor Richard W. Burkhardt, Chau-Search Committee for the Dean of the College of Communications Constitute of the Vice Chancellor for Academic Atlairs Swantimal Administration building att Last John Street Champaga Illinois 61820

Attention 19: Femoth I. Andersen (217/244-7954).

The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

DEAN HONORS COLLEGE



Kent State University invites applications and nominations for the position of Dean of the Honors College. Kent State University is a Doctoral I institution with a strong commitment to undergraduate education. There are approximately 24,000 students on the Kent campus and 8,900 students on seven regional campuses in northeast Ohio. With 820 undergraduates currently enrolled, the Honors College is one of the largest Honors programs in a state-assisted public university. It is the recipient of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive. state-of-the-art Honors Living/Learning Center.

The Dean of the Honors College reports to the Provost and is responsible for administering, planning, and coordinating the activities of the College and for providing university-wide leadership for the University's liberal education program. As chief executive officer of the College, the Dean has responsibility for and full authority over the budget and personnel in the College; for developing Honors programming in conjunction with the Honors College Policy Council and the academic units; and for serving as a spokesperson for the needs and interests of Honors students.

Nominees and applicants should have a demonstrated commitment to academic excellence. They should possess an earned doctorate or terminal degree appropriate to their academic discipline and a record of teaching and of research, scholarship, or creative achievement sufficient to warrant a faculty appointment as an associate or full professor. Preference will be given to candidates who have had significant administrative experience and a well documented record of progression in levels of responsibility and leadership within Honors education. The ability to work well with others, to be sensitive to the needs of a multi-cultural environment, and to provide leadership within a University setting is required. Nominations of and applications by qualified women and minorities are especially encouraged.

Salary for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application (or nomination), curriculum vitae, and the names of three to five references should be submitted no later than February 15, 1992 to:

Dr. Cheryl A. Casper Associate Provost for Academic and Student Affairs Kent State University P.O. Box 5190 Kent, Ohio 44242 Equal Opportunity/Affirmative Action Employer

DEAN School of Education GONZAGA LINIVERSITY

The Gradicate School of Fifto attors anomines a search for a survive or to Dean Chine I.] Budge who has anomine of his resignation. The Chain with pure get obtain a discount of his resignation. The Chain with a principal obtain a discount of the School of Fifto attors and to repeat about to the School of the

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The salary will be commonwate with the graden at tall processed. The salary will be commonwate with the graden atoms and copy notice of the analysis skeded. Applications and notwinstices, who to do analy are to consider a tool of course and the same, addresses and telephone more as of new particles, when the applicant well, should be sent as quickly as provide and no late of two March 10, 1992 to Pattick F. Ford, S.S., Charact the beautics committee Arademic Vin. Press), ats Ober Conrage (Brascot), Spekane, Wa hington (1973).

Gonzaga is a jesust and Catholic uncertainty memorial of 1916, and located in Spekane. Washington II enrolls 5,000 studiests in severa of book, Arts and Sovera exclass. Business, indiceening, Education, Professional Studies, and the Corollate School Courage is an Iquel Opportunity, Affirmation Action funds of the application of the other works he disabled, Vietnam vehicus, and others on "proceeded a factor atoms" are superably incorrected.

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located in Lakeland, Thorsda, a Calloda, Discesson Hugh School (7-12, 27) studenty, in vertical a highly moustained principal commencing Joby 1, 1992 (Insilifations). Cathelic: 2 Marter's degree in Educational Administration or equivalent. 3 presons successful eagrenage in Catholic School Administration, 4 excellent management, miths relations and marketing skills required in telescopies and implementing a compensation of sealouring and implementing a compensation of sealouring and implementing a compensation of sealouring and implementing a compensation. Replies and features should be addressed in: Mauren Hummarton, Duscess of Chiandes, P. O. Box 1995, Orlanda, P. O. Box 1995, Orlanda, Florida 1997, 2007, page 27, 1992.

Psychology: Assistant Professor (2 pasticions) in the Psychology Department of University of South Carolina Coastal Carolina Codege. Eulemon, teome track positions evadable August 16, 1992. Ph D. and Codege or university teaching required or all position. Salares pegonable and competitive. Fortuces 1: A General/Faperinary tal backgrounds in deured and teaching experience in research be usen and methodology, statistics, and/or introductory course is preferred. Fortune of A General/Psychopomerical tackground with experience



Dean of Engineering Michigan Technological University

Michigan Technological University invites applications and nominations for the position of Dean of the College of Engineering. The Dean reports directly to the Provost and is expected to provide feadership in undergraduate and graduate education and research. MTU is one of the largest undergraduate engineering institutions in the country and houses growing graduate pro-

The College of Engineering is the largest academic unit of the University. It has approximately 4400 undergraduate, 225 MS., and 130 Ph.D. students and 150 faculty in the Departments of Chemistry, Chemical Engineering, Chiliant Environmental Engineering, Electrical Engineering, General Engineering, Geological Engineering, Geology and Geophysics, Mechanical Engineering, Metallurgical and Materials Engineering, and Mining Engineering.

Qualifications include an earned doctorate, a distinguished research and teaching record appropriate for a tenured appointment in the College, proven leadership and administrative ability, and demonstrated commitment to affirmative action and diversity.

Nominations and applications, including resume and names, addresses, and telephone numbers of three references, can be sent to Dr. Martha Sloan, telephone numbers of three references, can be sent to Dr. Martha Sloan, Chair, Dean of Englenering Search Committee, Office of the Provost and Vice Chair, Dean of Englenering Search Committee, Office of the Provost and Vice Chair, Dean of Englenering Search Committee, Office of the Provost and Vice Chair, Dean of Englenering Search Committee (1992). Applications will be reviewed continuously until the position is filled.

Michigan Technological University is an Equal Opportunity Educational Institution/Equal Opportunity Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.



School of Marine Science Virginia Institute of Marine Science DEAN OF GRADUATE STUDIES

The Virginia Institute of Marine Science at the College of William and Mary invites applications for the position of Dean of Graduate Studies in the School of Marine Science.

of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine Science, and is the senior faculty member and principal academic officer for the graduate program. The Dean of Graduate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary leadership to assure the highest standards for curriculum, leaching, and student qualifications.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of oceanography or related field appropriate to marine science.

A letter of application, curriculum vitae and the names of four references should be sent to:

Or. L. Donelson Wright, Search Chair School of Marine Science Virginia Institute of Marine Science Gloucester Point, VA 23062

Review of applications will begin on February 17, and will continue until the position is filled. To ensure full consideration, letters of application and nomination should be received by the close of business on that date. Nomination is the control of the cont nomination should be received by the close or outsiness on that oake Nominations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on july 1, 1992.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer.

teaching a variety of lifespan developmental courses is preferred. USC Coastal Corolina College, a 4-year campus in the University of South Carolina System, is locativersity of South Carolina System, is located nine miles west of Myrtic Beach and has seen in the control of Myrtic Beach approximately 4200 students, Each application, should submit a letter of application, curriculum vitae, and three letters of reference to Human Resources and Affirmative Action Office, USC Coastal Carolina College, P. O. Box. 1954, Comway, South Carolina 2956. Screening of applications will begin on Merch 15, 1992, and will continue until nostitoes are fulled, USC Coastal Carolina College is an EOE/AA employer.

Psychology Fending budsetary approval in February, Linfield College aceks to fill tenure-track assistant professor position with physiological emphasis for Fall 1992. Courses include physiological, general dutrodastery), an elective in specialty area, and some of the following: cognition, learning, seasulon and perception, and experimental edgin. Interest in undergraduate teaching and conduct of research in which undergraduates are encouraged to participate are essential. Ph.D. preferred and required for proposition and advancement to teature; ABD considered for entry-level appointment. Teaching caparisoned desirable. Linfield is four-year comprehensive college in the liberal erts tradution. Provide lei-



DEAN

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

Lamar University - Beaumont

Applications and nonunations are invited for the position of Dean of the College of Education and Human Development, Lamar University. The Dean is the chief academic officer of the college, reporting to the Executive Vice President for Academic and Student Affairs.

The University: Lamar University-Benamont as the primary component of the state-supported Lamar University System which includes Lamar University-Orange. Lamar University-Port Arthur, Lamar Institute of Technology, and the John Gray Institute. There are approximately 10,000 students enrolled on the Beaumont campus in a variety of baccalaureate,

master's and dectoral programs.

The College: Education and Human Development is one of six colleges on the Beaumont campus and offers six baccalaureate and eight master's degrees as well as a doctorate in Educational Administration in cooperation with Texus A&M. The college enrolls 2,000 undergraduates and 500 graduate students and has 60 faculty in the departments of Professional Pedagogy, Educational Leadership, Home Economics, and Health, Kinesiology and Dance. The teacher education programs are accredited by NCATE and the Texus Education Agency. Other components of the college include the Conn Chuir for Gifted and Talented Education, the Early Childhood Development Center, editorship of the Journal of Teacher Education and Perceive, the Division of Research and Evaluation and the Division of Professional Services.

Qualifications:

- Qualifications:

 Itamed doctorate in a discipline represented in the college;
 Record of effective education administration, including intellectual, contractler, and fiscal leadership;
 Knowledge and experience within the divisions of the college;
 Background of effective teaching, research and publications appropriate for appointment to the rank of professor;
 Demonstrated competence in interpersonal skills and collaborative efforts with internal and external constituents;
 Record of securing and allocating resources to provide quality undergraduate and graduate instruction, revearch, public service and outreach projects, including student recruitment.

The position is available in June 1992 or as soon thereafter as the selected candidate is available ino later than September 1, 1992). Review of applications will begin on March 2, 1992. Application/nomination procedures: Send letters of application or nomina-

Or. E. Harold Blackwell, Chair Education and Human Development Dean Search Committee P. O. Box 10034 Lamar University-Renument Reaumont, Teaus 77710

Applications must include a letter of interest; vita; names, addresses, and telephone numbers of three references. Women and minorities are encouraged to apply. Lamar University is an equal opportunity, handicup and

Bean. School of Arts & Sciences

Bridgewater State College seeks applications and nominations for the Bridgewater State College seeks applications and nominations for the position of founding dean of the newly formed School of Arts & Sciences, Reporting to the Dean are the Departments of Art. Blological Sciences, Chamical Schences, Earth Sciences & Geography, Economics, English, Foreign Languages, History, Managament Science & Autation Science, Malhematics & Computer Science, Music, Philosophy & Religious Studies, Physics, Political Science, Psychology, Social Work, Sociology & Anthropology, and Speech Communication. Theatre Arts & Communication Disorders. The Dean, who reports to the Vice President for Academic Affairs, will play a critical leadership rule in disveloping and assessing the curriculum, Airing faculty, budgeting, and grogram planning. The Dean will also have significant coordinating functions with the College's new \$10 million Center for Technological Applications. The Center is dedicated to Improving K-12 and collegiate teaching, especially in mathematics and actence, through the applications of computing and communications technologies.

The successful cancildate should have a terminal degree (Ph.D.) in one of the disciplines of the school; a strong sustained record of research and publication; a strong record of activity with appropriate professional organizations; extensive experience as a faculty member in an aris and schools department; a record that indicates increasing twels of administrative responsibility appropriate to a school dean; and familiarity with recent developments in higher education curriculum. The successful candidate will exhibit personal qualities such as integrity, good judgement, creativity and a sense of humor that will allow him/her to work collegiate with a wide terms of constituences in the drine. work collegially with a wide range of constituencies including of ministrators, faculty, school district personnel, and students.

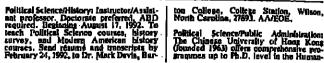
Oridgewater State College is ideally situated in a small New England community close to Boston and Cape Cod. The Collego has a \$50-year tradition in educating teachers. Approximately 38 percent of all current students (undergraduate and graduate) are majoring in education-related programs. The Collego offices Bachelot and Australia degrees in evaluty of educational discriptines, as well as the Certificate of Advanced Graduate

SALARY: Compelitive.

DEADLINE FOR A COMPLETE APPLICATION FILE: Open and cordinging, but not prior to March 1, 1992. (Lefter of spalication, curriculum vita, and names, addresses and telephone numbers of four references should be submitted for a complete file.) 159

ADDRESS ALL INQUIRIES TO: Chaipperson, Dean of Arts and Sciences Search Committee, Office of Haman Resources, Boyden Hall, Bridgewater State Coffage, Bridgewater, NA 02325.







DEAN **HOBART AND** WILLIAM SMITH **COLLEGES**

DEAN OF HOBART COLLIGE: The Dean is the senior administrative officer of Hobart College, one of two colleges of campus. Hobart College, for men. was founded in 1822 and is a coordinate college with William Smith College for women, founded in 1908. The two colleges have a single president, one central administration, one faculty and one Board of Trustees. The Colleges preserve individually through separate deans and their staffs, admissions offices and student governments. The Colleges are very selective in their admissions criteria and current enrollment is 990 men and 830 women. The 145 faculty are dedicated to interdisciplinary teaching and research, international education and how difference (e.g. gender, race, culture) informs what we share in common as human belings.

The coordinate nature of the colleges respects the fact that gender is a crucial ingredient in the formation of identity during the college years and are thus organized to support men and women equally—both separately and together—the afgorous, liberal arts academic setting. The dean's position is a hybrid of both academic and student affairs responsibilities and in this sense is a unique and challenging opportuni

The Dean is the principal administrative officer of the College in matters of student academic standing and student life, reporting directly to the President. The Dean advises individual students on academic matters, works with student organizations on questions of campus life, and supervises a variety of student service offices. The Dean is a member of the faculty and an ex-officio member of various faculty committees concerned with curricular, academic and student life matters. The Hobart Dean's Office includes an Associate and two Assistant Deans and a residential life coordinator. The Deans of the Colleges have oversight for admissions, financial aid, athletics as well as all other student services.

The Colleges are seeking a person with academic and administrative experience; a person deeply committed to an understanding of the inextricable connection between the academic and social spheres of a college community; a person who enjoys working at the intersection of faculty and student life.

Nominations or applications, with a letter explaining one's interest in this unique position, a résumé, and the names of three references may be

Dr. Donald Woodrow Associate Dean of Faculty and Chair of the Search Committee Coxe Hall Hobart and William Smith Colleges Geneva, New York 14456 Review of applications will begin March 6, 1992.

Hobart and William Smith Colleges are equal opportunity employers.

NORTH HENNEPIN COMMUNITY COLLEGE

Dean of Student Services and Community Relations

North Hennepin Community College is comprehensive two-year community college in the Minnesota Community College system. The 80-acre campus is located in Brooklyn Park, MN and serves the northwest section of the Twin Cities metropolitan area. The smollment exceeds 6,000 students in a variety of transfer and two-year occupational programs. The college has a strong relationship with its community expressed in continuing education and community services activities and a vital student services program.

Responsibility: The Dean of Student Services and Community Relations reports directly to the President and provides executive leadership to the College in maiters relating to student access, services and activities, counseling, minority outreach as well as student and community information needs, Working collaboratively as a member of the President's Cabinet, the dean develops, implements and monitors goals, priorities, budgets, staffing policies, regulations and procedures relating to student and community affairs.

Qualifications: The position requires a master's degree; doctorate preferred. The ideal candidate will have substantial managerial experience, demonstrated understanding of student services, commitment to the community
college mission and student concerns; demonstrated success in supporting
diverse student populations and an understanding of publications, audio visual, data, and tetephone communications and the role of marketing in community relations. He/She should possess strong leadership and administrative
student life and community relations program.

Applications: Applications with he accented until Echagers, 46, 1000 and

Applications: Applications will be accepted until February 26, 1992 and must include a letter of application and a complete resume. Applications

Search Committee
Dean of Students and Community Relations
North Heimeptin Community College
7411 85th Avenue North
Brooklyn Park, MN 55445

Affirmative Action, Equal Opportunity Employer



Coverage of breaking news that affects higher education — from state capitals, academic conferences. and campuses throughout the country and the world -

every week in The Chronicle.

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Search Opened for Academic Dean

ARE YOU PRESENTLY AN ASSOCIATE DEAN OR IN A PUL-WORKING CLOSELY WITH FACULTY WHO IS READY TO PUT V. CESSFUL EXPERIENCE TO WORK AS AN ACADEMIC LIGIT MAKER AT A QUALITY ACADEMIC INSTITUTION?

Clarke College would like to hear from you if you are committed. ...
liberal arts and to working with a dedicated, quality faculty at supportive environment of an independent college. For consideracy you will need to possess an earmed doctorate in a traditional blank of discipline, successful teaching experience and scholarly achievement information of 3-5 years of administrative experience, sing leading qualities, and the ability to communicate effectively and work wells. KEY RESPONSIBILITIES

- Reports directly to the Vice Prosident for Academic Affairs
 I has responsibility for the recruitment, evaluation, and profession devolopment of the faculty.
 Supervises budget planning and the management of the seater
- program. Participates in long-range institutional planning and curituics

Clarko Colloge is a vibrant liberal arts institution with 149 yeard quality and excellence in education and a demonstrated open-uclassists for the future. Located in Dubuquo, lows, on the built of Mississippi River where lowe. Illinois, and Wisconsin convert thistoric city of 65,000 blends business, education, industry, to account of the city of 65,000 blends business, education, industry, to account of the city of 65,000 blends business, education, industry, to account of the city of 65,000 blends business. and culture in exciting and unique ways.

This search will continue until the position is filled. Review stage, tions will begin immediately. Send letter of application, réaumé, and names and telephone aux of three references to:

Gertrudo Ann Sullivan, BVM, Ed.D. Vice President for Acedomic Affairs Clarko Collego Box 1541 1580 Clarke Drive Dubuque, IA 52001-3198

Clarke College especially encourages application from women and minority candidates and is an affirmative action, equal opportunity employe

ASSOCIATE DEAN School of Art & Design

Pratt Institute seeks an experienced professional to save in the position of Associate Dean of the School of Art and Design. In Associate Dean will report directly to the Dean and be responsible to the day-to-day management and future growth of the School's twin departments; administrative and clerical staff; budget; and isolities and equipment. A person of vision, energy, and organizational compains is required to help lead the culturally diverse student body of many 2,000 undergraduate and graduate students in meeting the multiday plinary challenges of contemporary visual education.

Leading candidates will possess the following qualifications

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 A distinguished professional record with at least five years' of demonstrated supervisory and administrative capability in the areas of scademic policy, personnel, planning, and budgel;

 An advenced degree in one of the disciplines represented in the School (a particularly strong candidate would include a Master's degree in Arts Administration or Business Administration;

 Demonstrated competence with computer-based management information systems;

 Clasercom or studio teaching experience;

 Marked capacity to foster collaborative action between diverse components of the School and Institute; and

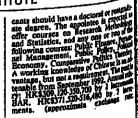
 A commitment to the mission of Pratt institute.
- The position is available on May 1, 1992. Annual compension is competitive and includes an excellent benefits package. Application should submit: (1) a letter that expresses their interest in the position and their educational and administration philosophy, and discussed their candidacy in relation to the above qualifications; (2) a copy of the trurriculum vitae; and (3) a fist of three references (reference will not be contacted without the candidate's permission). Applications should be sent no later than March 1, 1992, to:

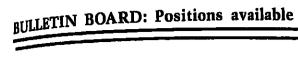
Search Committee
Associate Dean, School of Art and Design
HUMAN RESOURCES DEPARTMENT 200 Willoughby Avenue Brooklyn, New York 11205

Pratt Institute, founded in 1887, educates nearly 3,500 undergates and graduate students from 47 states and 80 foreign countries his Schools of Art and Design, Architecture, Liberal Arts and Schools and Professional Studies. Pratt is located on a 26-acre campus hit historio, landmark Clinton Hit neighborhood of Brooklyn, New York.

pratt

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at Urbana-Champaign

■The University of

DEAN

COLLEGE OF COMMUNICATIONS

Numitrations and applications are invited for the position of Dean of the College of

The Dean is the chief academic and administrative officer of the Faculty of the College of Communications, which includes the Departments of Advertising, and Journalism, the limitative of Communications Research, the Design of Broadcasting, and a Program in Media Studies. The College has 40 faculty members, 430 undergraduate students, and wig graduate students. The College offers baccalaureate degrees in advertising, journalism (both news-editorial and broadcast journalism) and mail studies, masters degrees in advertising and purnalism, and a declorate in communications. The College is responsible for the staffing and management of three public broadcasting staffans. The College of Communications has a distinguished trachtion of tracking research, and public service of a major public university.

Strong preference will be given to candidates with the following qualifications a Ph D in Communications or an earned doctorate in a related field; proven achievements in a scholarly discriptine or professional field, administrative experience; a record of performance and demonstrated commitment to affirmative action, the ability to provide invovance leadership to a diverse faculty

Salary is competitive Position available August 21, 1992

In order to insure full consideration, nominations and applications (including vita) should bereeived by March to, 1942. Moternals should be submitted to

> Protessor Richard W. Burkhardt, Chair Professor Richard W. Burkhard, Cool Search Committee for the Dean of the College of Communications c/o Office of the Vice Chancellor for Academic Attairs ntil Fast John Street Champaign, Illinois 61820

Attention: Dr. Kenneth E. Andersea (217/244-7954)

DEAN **HONORS COLLEGE**



Kent State University invites applications and nominations for the position of Dean of the Honors College. Kent State University is a Doctoral Linstitution with a strong commitment to undergraduate education. There are approximately 24,000 students on the Kent campus and 8,900 students on seven regional campuses in northeast Ohio. With 820 undergraduates currently enrolled, the Honors College is one of the largest Honors programs in a state-assisted public university. It is the recipient of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive. state-of-the-art Honors Living/Learning Center.

The Dean of the Honors College reports to the Provost and is responsible for administering, planning, and coordinating the activities of the College and for providing university-wide leadership for the University's liberal education program. As chief executive officer of the College, the Dean has responsibility for and full authority over the budget and personnel in the College; for developing Honors programming in conjunction with the Honors College Policy Council and the academic units; and for serving as a spokesperson for the needs and interests of Honors students.

Nominees and applicants should have a demonstrated commitment to academic excellence. They should possess an earned doctorate or terminal degree appropriate to their academic discipline and a record of teaching and of research, scholarship, or creative achievement sufficient to warrant a faculty appointment as an associate or full professor. Preference will be given to candidatus who have had significant administrative experience and a woll documented record of progression in levels of responsibility and leadership within Honors education. The ability to work well with others, to be sensitive to the needs of a multi-cultural environment, and to provide leadership within a University setting is required. Nominations of and applications by qualified women and minorities are especially encouraged.

Salary for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application (or nomination), curriculum vitae, and the names of three to five references should be submitted no later than February 15, 1992 to:

Dr. Cheryl A. Casper Associate Provost for Academic and Student Affairs Kent State University P.O. Box 5190 Kent, Ohio 44242
Equal Opportunity/Affirmative Action Employe

The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

DEAN School of Education

GONZAGA UNIVERSITY

The Graduate School of Education aumountes a search for a successor to Dean Paintel E. Burke who has amounted his resignation. The Dean is the print that administrative office for the School of Education and has responsibility to feuler-his and support in all areas of the school of Education and has responsiblely affairs and cuniculum development, school speceroance, budgeting, ontinch to the education and budgess communities, program assessment, personned evaluation, prioritizing whool needs, rotationships with the larger Underrsity community, and planning and apport services for faculty, students, and staff. The Dean repaired the type to the Academic Vice President.

The School of Education to product in 1928 and lines as a stellar by NCAIL in 1966, offers the

group to the Academic Vice President.

the School of Education, founded in 1928 and first accredited by NeALL in 1946, offers pagams in searcher education, special education, aprisant education, conserva education, designational technology, che total surfies, and administration. The School if organized into departments and infers degrees at the bathelin's, master's, and data to all loves. Pagams are officed in 644-amptis locations throughout the Northwest and Carnath. Reddes the seven departments, life School has a computer centre and lordian Leardership Centr. There are 36 full-liting factuity and approximately with stuffents.

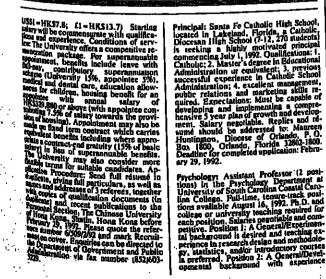
Beaps are all indicated actually and approximately with stuffents. The applicant will indicate the actual and should passers an understanding of an earned doctorate and should passers an understanding of the workings of the American accademy and a commitment to the lesuit and Catholic tradition which informs the entire institution. Furthermore, the one selected will evidence interpressional skills and motivational abilities, energy and creativity to provide dynamic leadership and an ability to serve a distinguished educational or collegial academic, and administrative settings, and the qualifications necessary for appointment to the learlity rath of full professor.

Be salary will be commensurate with the qualifications and experience of the individual selected Academication and a featured and a rather and and the selected Academication and a superience of the individual selected Academication and a superience of the individual selected Academications.

esslary will be commensurate with the qualifications and experience of the individual sceel. Applications and norminations, which should include a detailed resumb and the mes, addresses and telephone numbers of five persons who know the applicant well, and be sent as quickly as possible and my later than March 16, 1992 to: Patrick J. Ford, S.J., Chair of the Search Committee Academic Vice President's Office Grazaga University Spokane, Washington 99258

Spokane, Washington 99239

Gonzaga is a lesuit and Catholic university founded in 1887 and located in Spokane, Washington, it enrolls 5,000 students in seven schools: Arts and Sciences, Law, Business, Ingineering, Education, Professional Studies and the Graduate School. Gonzaga is an Iqual Opportunity, Affirmative Action Emphayer. The applications of minorities, woken, be disabled, Vietnam veterans, and others in "protected classifications" are especially encouraged.





Dean of Engineering Michigan Technological University

Michigan Technological University Invites applications and nominations for the position of Dean of the College of Engineering. The Dean reports directly to the Provost and is expected to provide leadership in undergraduate and graduate education and research. MTU is one of the largest undergraduate engineering institutions in the country and houses growing graduate programs.

The Coilege of Engineering is the largest academic unit of the University. It has approximately 4400 undergraduate, 225 M.S., and 130 Pt.D. students and 150 faculty in the Departments of Chemistry, Chemical Engineering, Civil and Environmental Engineering, Electrical Engineering, General Engineering, Geological Engineering, Geology and Geophysics, Mechanical Engineering, Metallurgical and Materials Engineering, and Mining Engineering.

Qualifications include an earned doctorate, a distinguished research and teaching record appropriate for a tenured appointment in the College, proven leadership and administrative ability, and demonstrated commitment to affirmative action and diversity.

Nominations and applications, including résumé and names, addresses, and telephone numbers of three references, can be sent to Dr. Marcha Stoan, Chair, Dean of Engineering Search Committee, Office of the Provost and Vice Chair, Dean of Engineering Search Committee, Office of the Provost and Vice President for Academic Affails, Michigan Technological University, 1400 Townsend Drive, Houghton, MI 49931. The position is open 1 September 1992. Applications will be reviewed continuously until the position is filled.

Michigan Technological University is an Equal Opportunity Educational Institution/Equal Opportunity Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

The College Of WILLIAM&MARY

School of Marine Science Virginia Institute of Marine Science **DEAN OF GRADUATE STUDIES**

The Virginia Institute of Marine Science at the College of William and Mary wites applications for the position of Dean of Graduate Studies in the School

of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine Science, and is the senior faculty member and principal academic officer for the graduate program. The Dean of Graduate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary leadership to assure the highest standards for curriculum, teaching, and student qualifications. of Marine Science.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of uceanography or related field appropriate to marine science.

A letter of application, curriculum vitae and the names of four references should be sent to:

Dr. L. Donelson Wright, Search Chair School of Marine Science Virginia Institute of Marine Science Gloucester Polist, VA 23062

Review of applications will begin on February 17, and will continue until the position is filted. To ensure full consideration, letters of application and nomination should be received by the close of business on that date. Nominations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1992. The College of William and Mary is an Allimative Action. Equal Opportunity Employer.

ed nine mites west of Myrile Bench and has approximately 4200 students. Each april-cant should submit a letter of application, curriculum vittoe, and three letters of reference to lituman Resources and Affirmative Action Office, USC Constal Carolina College, P. O. Box 1944, Couway, South Carolina 19525. Screening of applications will begin on Murch 15, 1992, and will continue until positions are filled, USC Constal Carolina College is an BOIJAA employer.

Psychology Pending budgetary approval in February, Linfield College seeks to fill tentre-track sestature professor position with physiological amphasis for Fell 1992. Contras include physiological, general (introductory), an elective in specialty area, and some of the fullowing: cognition, learning, sensation and perception, and exportantial sessor of the fullowing: cognition, learning, sensation and perception, and exportantial sessor of the fullowing cognition, learning, sensation and perception, and exportantial perception, and exportantial products of research in which undergraduates are encouraged to participate are essential. Fin D, preferred and required for promotion and networkers and required for promotion and networkers to tenure; ABD considered by entry-level appointment. Teaching exponence desirable. Linfield is a four-year comprehensive college in the liberal arts tradition. Provide let-

leaching a variety of lifespan developmental courses is preferred. USC Coastal Carolina College, a 4-year campus in the University of South Carolina System, its locations of sites west of Myrile Beach and has







Cincinnati, Ohio

CHIEF ACADEMIC OFFICER

The College of Mount St. Joseph in Cincinnati, Ohio, seeks applications from and nominations of experienced individuals for the Chief Academic Officer position. As the Academic Dean of the College, this individual reports directly to the President and sorves on the Executive Council. The Chief Academic Officer is responsible to the President for academic policies, the curriculum, and academic personnel. This individual provides leadership to foster academic excellence and to oversee the undergraduate degree programs in 11 departments, two master's degree programs and is responsible for maintaining high academic standards among faculty and students, promoting exemplary leaching and scholarship, enrousinging laculty development, research, and grant writing; and supporting academic resource development. The Chief Academic Officer represents the President to various constituencies and organizations, and must have the ability to work and communicate effectively with faculty, department charts, and other aliministrators.

Thu College seeks an individual who has demonstrated academic adminis-

The College seeks an individual who has demonstrated academic administrative experience, has recognition in leaching and scholarship, and who possesses the vision, creativity and leadership to promote academic excellence. The requirements for the position include.

- an earned ductorate
- demonstrated experience in academic administration, preferably in an examination of higher education which has programs for traditional and non-
- tracitional students
 tenching and scholarship credentials
- excellent interpersonal and communication skills
 high ethical standards and personal integrity
 belief in and commitment to the mission and values of the College of
- Thu College of Mount St. Joseph is recognized for the quality and innova-tion of its academic program, individualized attention to students, and heritage as a Catholic college. Located in suburban Cincinnati, Ohio, the Mount is a liberal arts college which emphasizes career preparation and the individual development of students. Founded in 1920, the Mount index is a growing conducational institution of 2,600 students. The College is sponsored by the Sisters of Charity.

Qualified applicants are asked to submit a letter of application that includes a brief statement of educational philosophy, a curriculum vitae, including administrative and teaching/scholarship activities; and the contact information for three references. Applications should be submitted by March 2. The College seeks to appoint a Chief Academic Officer to begin July 1, 1992. Senti applications and the contact in the contac

Search Committee Office of the President College of Mount St. Joseph 5701 Delhi Road Cincinnati, Obio 45233-1670

The Mount is an Affirmative Action, Equal Opportunity Employer.

DEAN OF GRADUATE STUDIES

Clarion University

Applications are invited for the position of Dean of Graduate Studies. Located in scenic northwestern Pennsylvania, Clarion is part of the State System of Higher Education with a graduate enrollment of 460 students and a total enrollment of approximately 6,200 students. Clarion offers quality graduate programs in the Colleges of Aris and Sciences; Business Administration; Communication, Computer Information Science, and Library Sciences; and Education and Human Services.

Clarion University is building a diverse academic community and encourages minorities, women, Vietnam era veterans and persons with disabilities to ap-

Responsibilities: The Dean of Graduate Studies reports directly to the Provost and Academic Vice President and administers the office of graduate studies. He/She is responsible for advocacy, administrative support, and promotion of all graduate programs offered by the university. He/She will facilitate faculty efforts to secure grant funding for faculty development and research at the facal, state, and federal levels. The Dean will support, as a high priority, teaching excellence, scholarly research, and faculty development. The Dean must be committed to promote cultural diversity in the student population.

Qualifications: Successful candidates will have an earned doctorate and substantial graduate teaching experience, significant administrative experience at the departmental or assistant/associate/dean level with graduate programs; evidence of recognized scholarly research or creative activity; success in securing external funding; and an administrative style that is collegial and supportive of the interests of faculty.

Salary: Salary is competitive, excellent benefits package.

Appointment Date: July 1, 1992.

Screening of applications will begin March 6, 1992. Applications received after the dendline will be reviewed as necessary until the position is filled. Interested applicants should submit a letter of application, a current resumé, and three retains letters of recommendation to: Dr. Colleen McAleer, Chair, Search Committee, 109 Davis Hall, Clarton University, Clarton, Pennsylvania 16214. Telophone: 814-226-2581, FAX Number: 814-226-2039.

Clarion University is an Affirmative Action, Equal Opportunity Employer.

Psychology: Three tenure track positions available Fall, 1992, subject to funding and available Fall, 1992, subject to funding and available Fall, 1992, subject to funding and available Foreign of the Foreign of Taching experience. Salary ranga \$30,000-\$16,000. Postago 2. Instructor or Assistant Professor, Teach Caceral Psychology and research methods courses (including statistics) and other undergraduate departmental courses. Serve as faculty advisor for Psychology Chubpyl Chi. Required: ABD. Proferred: Doctorate and teaching apperience. Salary range \$27,000-\$1980. Postago J. Assistant Professor. Teach assessment and counseling in both undergraduate and graduate programs. Interest in supervising graduate student research in the Master in Counseling Psychology program will be viewed Javorably. APA-approved doctoral program and/or

University of Texas at El Paso

DEAN GRADUATE SCHOOL

Applications and nominations are knyted for the position of Dean of the Graduate School, University of Texas at El Paso. The Graduate School is one of seven colleges on the campus. The university, founded in 1913 as the State School of Mines and Metallurgy, is the second oldest academic component of the University of Texas System UTEP has a current enrollment of 16,830 students, 59 percent of whom are Hispanic, making UTEP the largest university in the continental United States with a majority-Hispanic student population. Graduate enrollment is 2,575. It is anticipated that a master's of public health and doctoral programs in psychology and materials science will be implemented in 1993, and many other opportunities to expand graduate programs will develop during the 1990's.

The Dean, who tenority to the Vice President for Academic Affairs and Presearch

The Dean, who reports to the Vice President for Academic Affairs and Research, is responsible for the effective academic, administrative and fiscal leadership of the School. Candidates should possess a distinguished record in scholarship, teaching and educational administration and the ability to make decisions and work with people in diverse disciplines.

Candidates must hold an earned doctorate. Preference will be given to candidates with administrative experience in an institution of higher education. Review of applicants with an accompanying vita and the names and addresses of three references will begin March 1, 1992. Applications from minorities are encouraged. Applications and nominations should be addressed to:

Vice President for Academic Affairs and Research University of Texas at El Paso El Paso, TX 79968-0501

An Affirmative Action, Equal Opportunity Employer



THE UNIVERSITY OF TEXAS AT EL PASO



THE COLLEGE OF WILLIAM & MARY School of Marine Science

Virginia Institute of Marine Science **DEAN OF GRADUATE STUDIES**

The Virginia institute of Marine Science at the College of William and Mary Invites applications for the position of Dean of Graduate Studies in the School of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine The Dean of Gradulate Studies reports to the Dean of the School of Marine Science, and is the senior faculty member and principal academic officer for the graduate program. The Dean of Gradulate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary feadership to assure the highest standards for curriculum, teaching and student qualifications.

teaching and sudern quanications.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of oceanography or related field appropriate to marine science.

A letter of application, curriculum vitae and the names of four references should be sent to:

Dr. L. Donelson Wright, Search Chair School of Marine Science Virginia Institute of Marine Science Gloucester Point, VA 23062

Review of applications will begin on February 17, and will continue until the position is filled. To ensure full consideration, letters of application and nomination should be received by the close of business on that date. Nominations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1002.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer,

Psychology: Organizational/Applied Psychology, The Department of Psychology at Old Dominion University it solicities applications for an assistant professor itenure tracks with a specialty in Organizational/Arpsied Psychology beaining in August, 1992. The department has 22 faculty with doctoral programs in industrial/organizational and clinical psychology, and a massistant programs of the program of

ter's program in general experimental pu chology. The Industrial/Organization pa



 ${f A}$ calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.

Dean

College of Arts and Sciences Cleveland State University

Cleveland State University is seeking a creative teacher/scholar to lead the largest academic unit at the center of a comprehensive university. The successful candidate must have: a passion for the world of ideas and an openness to their

diverse expression; a record of intellectual accomplishment worthy of tenure with:

the college at the rank of Professor: demonstrable capacity to lead a complex organization;
 a clear vision of the role of a university in an urban setting;
 evidence of outreach to a multicultural and diverse community.

a commitment to recruitment, retention, and development of diverse university community;

a sense of perspective and humor.

Minority and women candidates are urged to apply. The College of Arts and Sciences has approximately 8200 majors and over 400 full and part time faculty in 23 departments and 46 degree granting programs at the baccalaureste, masters and doctoral levels with a budget of \$25 million.

Cleveland State University is a large urban university serving Northeastern Ohio and enrolling approximately 19,000 students in aix undergraduate academic colleges (Arts and Sciences, Business, Education, Engineering, Law and Urban Affairs) and he Graduate College.

Develand is a renalesance city in a metropolitan area of 2.5 million people. It is blessed with a world-class symphony orchestra, fine museums, the third largest public library in the country and recreational opportunities afforded by Lake Eris and an extensive metropark system, all within the context of a stimulating ethnic and racial balance.

Applications and nominations will be reviewed immediately but accepted up until the deadline of March 1, 1992. Candidates should submit a letter of interest, resume, and the names, addresses and telephone numbers of three reigrences to: Dr. Barbara Green, Search Committee Chair, c/o Office of the Provost, Cleveland State University, Cleveland, Ohio 44115, FAX: (216) 687-9290. Equal opportunity employer, myl/h.

= CSU Cleveland State University

Blue Mountain **Community College**

Management Position Opening

Blue Mountain Community College is a comprehensive two-year college located in eastern Oregon. The College serves 1050 (ull-time students and 4500 part-time students per term. BMCC employs 76 full-time faculty and 150-200 part-time faculty. Program offerings include transfer, professional/technical, basic skills, and community service courses. The College serves a two-county district and immerous out-of-district sites. BMCC is seeking applications for the following management position:

Associate Dean of Arts and Sciences

The Associate Dean of Arts and Sciences is a 12-month administrative position reporting to the Dean of Instruction. The position is responsible for leadership and supervision in the following departments: Math, Computer Science, English, Fine Arts, Social Science, PE and Health, and Science. REQUIRED QUALIFICATIONS: Master's Degree in an academic discipline or equivalent, three years' teaching experience at the community college level, administrative experience in higher education. Positive, cooperative, flexible administrative style.

PREFERRED QUALIFICATIONS: Doctorate. Grant preparation and administration. Variety of administrative experiences. SALARY RANGE: \$45,000-\$48,000 depending upon qualifications SALARY RANGE: \$45,000-\$48,000 depending upon quantity of ap-APPLICANTS MUST SUBMIT: BMCC application form, letter of application, current Résumé, transcripts (copies are acceptable for the application process), three current letters of recommendation, one page summs of philosophy of community college education and one page summsry philosophy of administration.

DEADLINE: March 27, 1992

Pendleton, Oregon 97801 (503) 276-1260; Fax: (503) 276-6119

BMCC IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY

clear potential for excellence in teaching, scholarship, and granismanship. To apply, send curriculum vitas, three letters of reference, and a letter of application to: Dr. Don Davis, Psychology Search Committee, Desartment of Psychology, Old Dominion University, Norfolk, Virginia 23239-0267. Review of applications will begin on March 13, 1992 and continue until the position is filled. Old Dominion University is an Affirmative Action, Equal Opportunity Employer and requires compliance with the Immigration Reform and Control Act of 1986.



College of Fine and Applied Arts

The University of Akron invites applications and nominations for the position of dean of the College of Fine and Applied Arts. This position offers an opportunity to provide creative and innovative leadership in a university undertaking a new strategic plan for excellence under the guidance of a new president and provist. The appointment will be effective on July 1, 1992.

The University of Akron is the third-largest state-assisted university in Ohio. It offers nearly 2000 students at its main campus more than 200 associate, bachelor's, and master's degree programs and 17 dectoral degree programs. Located in a metropolitan area of 500,000 people only 30 miles south of Gleicland, UA has the advantages of city life but combines them with the areas exceptional natural resources. Chectand, this mass he advantages are not considered and the areas exceptional natural resources. Altern supports an art museum, a metropolitan symphony orchestra and chorus, a professional ballet company, chamber ensembles, distinguished area artists, musical theatre, community theaters, excellent medical facilities and hospitals, fine schools and community service agencies, and an abundance of recreational facilities. The College. The College of Fine and Applied Arts will be celebrating its 25th anniversary this year. It has established a reputation for excellence in the educational community of northeast Ohio as well as in the Ohio college system. It has a full-time faculty of 135 and embraces eight academic programs; schools of ome conege system, communicative disorders, dance, home economics and family ecology, music, social aut, communication, the college has exceptional facilities, including one of the finest performing arts buildings in the country.

The Students. The student body is diverse and represents many backgrounds and interests. Dormitories house 2,500 of the students and another 4,000 live in private housing adjacent to the University. The majority of students work to finance their education and are equally industrious and serious about achieving their

Qualifications. The candidate must have a terminal degree in one of the disciplines of the college; spenence as department head or in higher administrative rank; experience in development and fundraising; teaching experience and significant scholarship or creative activity to qualify for the rank of professor; and reessful experience in community relations. The candidate must be sensitive to the diversity of the college's scademic areas and have a demonstrated commitment to affirmative action and equal employment opportunity

Application. Applications are due March 16, 1992. Applicants should submit a complete resume and three letters of recommendation. Nominations, including the address of the nominee should be received by letters of recommendations. Pronumations, inclining the address of the holimic should be received with fibruary 21, 1992. Women and minorities are encouraged to apply. Salary and rank are competitive and will be commensurate with qualifications and experience. Nominations and applications should be sent to: Andrew Borowiec, Chair, Search Committee for Dean of the College of Fine and Applied Aris, School of Art, The University of Akron, Akron, Oltio 44325-7801. Note. Ad previously ran in the January 29 issue with incorrect deadline dates. The Lanceut of Monora of Equal Education and Englowment

Dean of the **School of Education**

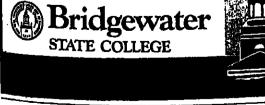
Bridgerals: State College seeks applications and nominations for the programus state Congress seems apprictuous and nonminious in the position of isounding Goen of the newly formed School of Education Reporting to the Dean are the departments of Elementary and Early Childhood Education, High School, Middle School and Adult Education, Advanced Arts, Health Promotion, and Leisure Studies, Special Education and the Burnell Campus School The Dean, who reports to tovation and the Burneu Campus School: The Death, who reports to the Vice President for Academic Atlairs, will play a critical leadership role in developing and assessing the educational curriculum, hiring facility, budgeting, and program planning. The Dean will also have significan coordinating functions with the Collego's new \$100 million Center for Bidhotogical Applications. The Genter is dedicated to improving IV 2 and collegiste teaching, especially in mathematics and science, through the applications of computing and communications lechnologies.

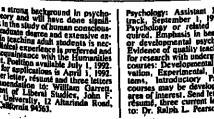
The successful candidate should have a terminal degree (Ed D. or Ph.D.) in one of the disciplines of the school, a strong, sustained record of isseach and publication on K-12 issues; a strong record of activity of appropriate aducation professional organizations; extensive or reference as a faculty member in an educational department, a recompolitics as a faculty member in an educational department, a record that indicates increasing levels of administrative responsibility appropriate to a school Dean; familiarity with recent trends in K-12 curriculum development and governance; and extensive experience with the restriction of the control of

Bidgester State College is ideally situated in a small New England community close to Boston and Capie Cod. The College has a 150-year indition in educating trachers. Approximately 38 percent of all current society (undergraduate and graduate) are majoring in education-related program. The College others Backelor's and Master's degrees in a variety of selection of advanced and account of the Control of the C by of educational disciplines as well as the Certificate of Advance Graduate Study

SALARY: Compositive. DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continu-ing, but not prior to March 1, 1992 (Letter of application, curriculum via, and names, addresses and telephone numbers of three references hould be submitted for a complete file)

A the Search Committee, c/o Cifice of Human Resources, Bridgewaler little College, Bridgewaler, MA 02325





EXECUTIVE DIRECTOR

Opportunity with non-profit inter-national environment and devel-opment education organization. Successful fund-raising experience required. For further information write: Search Committee, Coo-lidge Center for Environmental Leadership, 1675 Messachusetts Avenue, Cambridge, MA 02138. Deadline: Pétruery 21, 1992. Please, no phone calls.

Dean Office of International Programs and Professor

Salary A\$73,800 (\$77,900 after July 1992) plus allowances (Ref No. 225-01-A)

Applications are invited for the position of Professor and Dean, Office of International Programs.

The position of Professor and Dean, Office of International Programs requires a person with leadership abilities of a high order in academic, professional and managerial fields.

As part of the senior management team of the university, the Dean will carry out Council policy and formulate future directions for RMIT's international programs.

The Dean is responsible for managing the development of an international dimension to the university's major functions of teaching and research, by working with components of the . university to internationalise RMIT's teaching and research activities.

The successful candidate will have an established professional reputation in a field relevant to RMIT's mission and directions; a demonstrated record of achievement as a senior manager and a deep understanding of the issues affecting International Programs.

It is expected that the successful candidate will take part in the academic life of the university both in terms of international programs and in the discipline of the incumbent.

The successful candidate will be accorded the title of Professor, and will be required to meet the criteria for professional appointments. For further information contact Professor David Wilmoth, Associate

Director (Higher Education), telephone (03) 660 2002 (for overseas 61-3-660 2002).

A position description may be obtained from Human Resources Management Group, by phoning (03) 660 4600 or fax (03) 663 4453. Applications in writing and quoting Reference Number, should be addressed to Senior Appointments Officer by Friday, 27th March,

Equal opportunity is university policy
Royal Melbourne Institute of Technology Limited
GPO Box 2478V, Melbourne, Vic. 3001



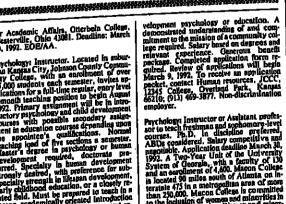
EXECUTIVE DIRECTOR OF NURSING

Responsibilities: Administrative leadership for the Associate Degree Nursing (ADN), Licensed Practical Nursing (LPN), and the Certified Nurse Assistant (CNA) Programs.

 Master's degree in Nursing, doctorate preferred.
 Hinois nursing license or eligibility.
 Five years clinical nursing practice experience including current hospital practice.

Working knowledge of nursing programs including successful experience in nursing student scademic advising, curricular and instructional planning, continuing education development, budgeting, general program maintenance and evaluation, and two years of college-level teaching.

Applications will be accepted until the position us filled. Salary will be commensurate with education and experience. Submit letter of application, résumé, and transcripts to:



MANAGEMENT POSITIONS OPEN AT WESTCHESTER COMMUNITY COLLEGE

Division of Arts, Humanities and Learning Resources
Division of Business, Behavioral/Social Sciences, Public and Human Services
Division of Community Services, Adult and Continuing Education and Educational Opportunity Center Master's degree, extensive administrative and teaching experience required; dof CAM and community college experience preferred.

Salaries: \$58,065 for 12-month year. Assistant Dean for grants, research and new program development, Educational Op-

Master's degree, appropriate administrative and leaching experience required; doctorate preferred. Salary: \$48,025 for 12-month year All positions offer excellent (ringe benefits. Résumés and two letters of recommendation, with tetter of application, by february 21, 1992, to:









Illinois Institute of Technology

DEAN

ENGINEERING AND SCIENCE

The Illinois Institute of Technology, located in Chicago, Illinois, Invites applications and nominations for the position of Dean of the Armour College of Engineering and Science. The College has 137 Iuli-time faculty and full-time enrollments of 1,165 undergraduate and 377 graduate students in departments of engineering—chemical, civil, electrical/computer, environmental, mechanical/aerospace and metallurgical/materials, the sciences—biology, chemistry, computer science and physics, and in mathematics. The Dean reports directly to the Provost and is responsible for providing leadership in all matters of the College.

providing leadership in all matters of the College.

Required Qualifications; (1) the vision, leadership and breadth needed to guide the development of distinctive educational and research programs exploiting the potential synergy of a College combining engineering, the natural sciences, computer science and mathematics: (2) the ability to promote the College effectively and, in particular, to forge munually beneficial links with industry; (3) administrative experience demonstrating leadership such as serving as program director, department chair, associate dean or dean; (4) a history of successful working relationships with students, faculty, staff and administration and a strong commitment to the values of cultural diversity, equal opportunity, and educational equity; and (5) an eamed doctorate and a record of successful university teaching and scholarship supporting a faculty appointment as a tenured full professor in the College.

the College.

Applications and Nominations: The Search Committee will begin the review process in early March 1992. A complete application or nomination will consist of: (a) a letter stating interest in the position, which should contain a brief statement indicating how the applicant satisfies each of the (5) required qualifications; (b) curriculum viae; and (c) the names, titles, addresses and telephone numbers of three colleagues who can provide current assessments of the applicant's qualifications. The preferred stating date is August 1, 1992. The Illinois Institute of Technology is an Equal Opportunity, Affirmative Action Employer strongly committed to enhancing the diversity of its faculty and staff, and invites and encourages nominations of and applications from women and members of ethnic minotity groups. Please address all correspondence to Stephen M. Copley, Chair, Armour College Dean Selection Committee, Office of the Provost, Illinois Institute of Technology. Chicago, IL 60616.

The Liniversity. The Illinois Institute of Technology is a medium sized.

The University: The Illinois Institute of Technology is a medium sized, private, coeducational, Ph.D. granting university, which is composed of seven colleges, schools and institutes; Armour College of Engineering and Science; Lewis College of Liberal Arts; Stuart School of Business; the School of Architecture; the Institute of Design; the Graduate School: and Chicago-Kent College of Law. Students from more than 60 countries are currently enrolled at the university's 120-acre main campus, located near Chicago's "Loop" business district. M/FM/H.

Academic Dean and Professor

NEW BRUNSWICK THEOLOGICAL SEMINARY invites applications

NEW BRONSWICK THEOLOGICAL SEMINARY invites applications for a new member of the teaching foculty who will serve as Academic Dean. Teaching specialty in Christian Education or Ethics is preferred. As Academic Dean, this person will lead the faculty in program design and oversight, faculty development, strategic planning and administration. As a teacher, this person will have responsibility for the fundamental courses in his or her field.

Omilifications include a creative vision in theological education, an ability to provide lendership in an ecamenical and multi-racial community of faith and learning, and ordained ministry in a church of the Reformed tradition. An earned doctorate, substantial experience and recognized excellence in teaching and scholarship, and proven administrative expertise are also consider.

NBTS is an institution of the Reformed Church in America preparing men

Applications dendline: March 1, 1992. To submit application with resume

President Robert A. White New Brunswick Theological Seminary 17 Seminary Place New Brunswick, NJ 08901-1107 (908) 247-5241 FAX 1908) 249-5412

EEO/AA

UCLA

Associate Dean

Division of Continuing Education and University Extension

The Division seeks an individual with large-scale administrative experience and an awareness of the missions and goals of an urban-based, land-grant public university to fill the position of Associate Dean of Continuing Education and Extension, with responsibility for self-supporting continuing higher education and undergraduate and graduate summer sessions programs.

Under the direction of the Dean, and in coordination with both administrative and programmatic department directors, manage Extension and Summer Sessions. Faster offective communication systems and promote a positive organizational culture. Parlicipate in the unit's long, and short-range planning processes. Provide continuing assessment of student academic interests and needs as well as &conomic trends (both local and national), Integrate programmatic directions and strategies with administrative support functions. Review the unit's financial operation and manage the budget of approximately \$40+MM. Oversoo the administration of marketing, customer service, finance, informotion systems, human resources, facilities, and other support functions.

Qualifications: Demonstrated skill in effectively monaging a large-scale administrative organization Skill in financial analysis, planning and administration of a multi-million dollar budget, as well as Strategic planning ability. Demonstrated ability to effectively manage complex human resource issues. Exceptional organization and communication skills. Skill in establishing effective, collaborative relationships and entisting the support of all levels of instructor, staff, compus, and community constituencios. Strong analytical skills to develop creative, credible solutions and recommendations.

Salary Range: Commensurate with experience. To Apply: Please submit your resume with salary history and a cover letter detailing your qualifications for this position by March 13, 1992 to: Marva Bell, Employee Services, UCLA Extension, P.O. Box 24901, Los Angeles, CA 90024.

Affirmative Action Employer Advancing Excellence Through Diversity

MIDDLE SCHOOL PRINCIPAL THE UNIVERSITY OF CHICAGO LABORATORY SCHOOLS

The Laboratory Schools, founded by John Dewey in 1896 and located on the University of Chicago campus, offers a distinguished college preparatory program in the progressive tradition. The student body of 1560 students in grades Nursery thru 12 is culturally and economically diverse. The parents, students and teachers are committed to the highest standards of teaching and learning.

The Principal reports to the Director of Precollegiate Education. Primary responsibilities include: (1) overseeing and implementing an exciting, age-appropriate and rigorous curriculum for 300 Middle School students; (2) providing leadership to 35 experienced and talented faculty and staff; and (3) maintaining excellent communications with the culter school communications.

A successful candidate must have a clear commitment to progressive education and a demonstrated ability to provide leadership to a highly experienced faculty. Successful experience in both teaching and administration at the Middle School level is required. A Naster's degree is required and a PhD is preferred.

interested candidates should submit a formal letter of application and a resume by March 1, 1992 to:

THE UNIVERSITY OF CHICAGO **LABORATORY SCHOOLS**

Chicago, IL 60637

An Affirmative Action Equal Opportunity Employer

Psychology: Organizational/Applied Psychology. The Department of Psychology at Old Dominion University is soliciting applications for an assistant professor (tenure track) with a specialty in Organizational/Applied Psychology beginning in August 1992. The department has 22 faculty with doctoral programs in industrial/organizational/gal-clinked psychology, and a master setting of the department of psychology. The Industrial/Organization program has specialises in Fluran Pactors, Personnel/Training and Organizational

Psychology. Primary responsibilities for this position will include (1) teaching graduate courses in area of specialization. (2) teaching one or two of the fullowing undergraduate area courses: introductory psychology, methodology, metivation, or statistics, and (3) threating doctoral research. The successful candidate for tills position injust have deeponstrated excellence or a clear potential for excellence in teaching, scholarship, and grantsminiship. To apply send curriculum vitae, three letters of reference and a letter of application to: Dr. Don

THREE INSTRUCTIONAL DEAN POSITIONS

SOCIAL & NATURAL SCIENCE

BUSINESS & TECHNOLOGY

CULTURAL & TECHNICAL ARTS MISSION COLLEGE/Santa Clara, CA

Mission College, the fastest growing community college in Silicon Valley, has an enrollment in excess of 12,000 students, 250 full-time staff and an annual operating budget of \$14 6 million. The college, located 40 miles south of San Francisco, offers a comprehensive community college

Positions require Masters degree in related subject area. Higher education teaching experience. Higher education management experience at department chair level or higher. Starting salary: \$69,870-\$73,752. Position hiring pending West Valley-Mission Board of Trustees approval of budget.

Since the committee plans to begin its formal screening process by March 15, 1992, all nominations and expressions of interest are encouraged by applicants prior to this date.

For information & application, call the Human Resources Department (408) 741-2000, or write:



West Valley-Mission Community College District Human Resources Department 14000 Fruitvale Avenue Saratoga, CA 95070-5698

VA/EOE



PHILADELPHIA'S JESUIT UNIVERSITY

DEAN

COLLEGE OF BUSINESS AND ADMINISTRATION

St. Joseph's University is searching for a Dean for its College of Business and Administration. The College currently has 40 full-time faculty and enrolls approximately 1900 undergraduate and 1700 graduate students. The successful conditate will have decreased as a contract of the conditate will have decreased as a contract of the conditate will have decreased as a contract of the conditate will have decreased as a contract of the conditate will have decreased as a conditate will be conditated as a conditate will be conditated as a conditate will be conditated as a conditated will be conditionally will be conditionally as a conditional will be c cessful candidate will have demonstrated extraordinary leadership, preferably in an academic setting, and should be committed to the mission and role of a Jesuit business

Review of candidates and nominations begins on February I, 1992, and continues until the position is filled. The position is effective July I, 1992. Address applications or nominations to: Dr. Corolyn Clark, Chair, Search Committee for the Dean of the College of Business and Administration; Department of Accounting; Saint Joseph's University; 5600 City Avenue; Philadelphia, PA 19131.

St. Joseph's University is an Affirmative Action, Equal Opportunity Employer.

Davis, Psychology Search Committee, De-rutiment of Psychology, Old Dominion University, Nortolis, Virginia 23529-0267. The deadline for application is April 15, 1992. Old Dominion University is an Af-grantive Action, Equal Opportunity Em-ployer and requires compliance with the intensistation Reform and Control Act of 1986.

Psychology/Counseling: Psychologist-Personal Consulting Unit. Memphis State University is seek in a straightfors for the post-tion of Psychologist. This person will perform personal counseling on an individual, group, and outreach basis. Requires Doctorate in Clinical or Counseling Psychology: itemsed or liceuse-eligibic; two years of personal or in pauli, counseling center or caperiouse in an adult counseling center or sw: licensed or license-cligible; two year's or careful courseling Psychologares a one year full-time doctoral level internation. Associate Provocat/Graduste Proposed in the position is distillution to Dr. Edward I Jeans of the position of Psychological Consideration of Psychological Considered until the position is filled. An Affirmation of Psychological Consideration of Psychological Consideration

Public Administration: Institute of Public Service, Seastle University tenure-track Assistant Professor. The institute of Public Service offers the MPA degree and prepares generalist managers and administrators for responsible positions in government and non-profits organizations. The successful applicant will teach in and contribute to the core curriculum as well as

electivos in his or her area of specialization. Applicants are expected to have a doctorate in public administration or a closely related field at the time of appointment; evidence of potential for quality teaching; experience in the public or non-profit sector; williagness to work with part-time, career oriented atudents; and, the potential to advance the study and practice of mublic administration. There are over 100 students currently enrolled in the program and expansion is expected. Send a letter of application; curriculum vitae; and the names, addresses and telephone numbers of at least three individuals able to assess the applicant's qualifications to Dr. Edward J. Jennerich. Associate Provost/Gradmate Dean, Seatte University, Seattle, Washington 96122. Applications received by March 1, 1992 will be assessed.

Ive Action, Equal Opportunity Employer.

Public Polky/Economics: The Berkeley Roundtable on the International Economy and the Institute for International Studies seek to recruit three research specialists for a project on the new security challenges of the post-Cold War ora, with a particular focus on the industrial technology supply base. The three positions are inter-related, but each will have a defined area of responsibility. The seneral concerns of the three positions are outlined below: the precise degeneration and means of coordination will depend on the skills and backgrounds of the leading candidates. I Policy Research Program Specialist: Applicant

Dean

College of Business and Information Systems Search Reopened

Dakota State University
Dakota Maie University is a small, focused, public institution dedicated to
providing excellence and leadership in computer/information systems and
the integration of this technology into selected academic disciplines. Focas d
in the eastern economic region of South Dakota, approximately fifty innutes north of the Stonx Falls Regional Airport, Dakota Maie offers excell at
access to transportation and outdoor recreational opportunities in the southern lakes region of the state.

College of Business and Information Systems

The College of Business and Information Systems is one of four academic must of the instruction, and offers Bachelor's degrees in Business Administration, Information Systems, Computer Science, Medical Record Administration and Business. Computer and Marketing Education as well as fully articulated associate of science degrees in Business Management, Application Programming, Modern Office Systems and Medical Record Technology. The Application Programming and Information Systems degrees at also officed in an evening program in Sioux Falls, the state's largest methopolicin center. The College is housed in a new building with office and multiple classroom access to the University's micro and manifeam computing facilities through a local area network. The University has an IBM 43st supporting interactive computing through VM, a DEC mini-computer running UNIX, and on-line access to an IBM 9121-260 running MVS.

The Doan

The Dean

The Dean is the academic and administrative officer of the College with responsibilities for the teaching, research/scholarship and service functions of the College. The University seeks an individual with vision to provide dynamic participatory leadership for the diverse constituencies within and external to the College and the University. DSU deans currently have teaching responsibilities in their respective college.

Qualifications
The Dean will be expected to have an earned doctorate or equivalent terminal degree appropriate for the disciplines of the College; demonstrated excelence as a classroom teacher; a record of or demonstrated potential for academic administration and management; an understanding of the roles of student and faculty involvement in scholarly activity, internships and related activities in undergraduate education; a willingness to work within the collegial nature of a small campus to foster the focused mission of the University, and a record of scholarly activity or other accomplishments.

Analysis and a proposed and expertise in computers and information

Applicants with experience and expertise in computers and information systems and the ability to work with business, industry, education, and government organizations and leaders in these areas are especially encouraged.

Applications
The desired starting date is July 1, 1992, but nor later than September 1, 1992. Letters of application; resume; and names, addresses and relephone numbers of at least three references should be sent to. Office of the Academic Vice President & Provost, BIS Dean Search Committee, Dakota State University, Madison, SD 57042-1799; phone (608) 250-5112; TAX (605) 256-5316; E-mail COOKD@SD BITNET



ASSOCIATE DEAN FOR_ **ADMINISTRATION**

The Dean of the School of Medicine at the State University of New York at Stony Brook seeks nominations and applications for the position of Associate Dean for Administration and Finance.

Responsibilities: The Associate Dean for Administration and Finance is part of the Dean's executive staff and is responsible for the financial health of the School of Medicine. Provides leadership for the school's financial and business operations, involving state, extramural, and clinical practice monies. Responsibilities include budgeting, financial planning, grants management, personnel, and facilities/ space management.

Qualifications: MBA or related advanced degree with a minimum of five years of successful management experience in an academic environment, preferably in a school of medicine. Effective track record in finance and administration; strong organizational and management skills; excellent communication and interpersonal skills.

Applications: Applications must be received no later than February 24, 1992. Candidates must submit a letter of application, résumé, and the names of three references, and salary history to: Shella Rellly. Chair, Associate Dean Search Committee, State University of New York at Stony Brook, Stony Brook, New York 11794-8400. SUNY at Stony Brook is an affirmative action, equal opportunity educator

sould have detailed knowledge of the technological and market dynamics of U.S. production equipment and unchine tool sectors, economic arguments about interindustry and interfirm linkage, U.S. science and technology policy, and the debates surrounding U.S. economic competitiveness. Candidate should also have demonstrated capacity to facilitate discussion and conscessus among diverse public and private sector groups. Responsible for direction of research, capanization of issue-focused conferences, developing access to research information and support for research, writing proposals and briefing papers, publishing proposals and briefing perpens, publishing proposals and briefing perpens, publishing research reports, and the needs of out-

side research groups. Time and responsibility arranged to assure scholarly nublications. Qualifications: Ph.D. or equivalent in economics, political science, regional planning, or public policy is a prorequisite; professional degree in public policy desired. Candidate should have record of scholarly schlevement, grant writing experience, and experience organizing intensitional academic conferences. Salary range: 21 Research Program Coordinator: Coordinator, and industrial development. Candidate will work for Directors of BRIR and US to design and increment research

uillETIN BOARD: Positions available

ASSOCIATE PROVOST FNROLLMENT MANAGEMENT

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BePoilion: The Associatio Promotion for I modiment Management reports it, is the Provost and is responsible for the overall management and support of undergraduate student recruitment, admission, and appeals of the Association of the Associati a bp of all Aspects of Chicagonical Control Industry has and in an ideal aid. The concilinent management from me lights opening of directors and forty dedicated professionals. As a member of restorts Fractational Leadership Council and the Provest's Council, the Sentents true anomal reconcernies with a matter of process sylving in the same Process participates in major Uruversity decision making. The one Process is responsible for all budgets under his or her supervision. concerns on experience or an energy many rise of her supervision someone relention studies and planning.

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ontation of recruitment and enrollment strategies, . a green aurunpen grounder research, and the skills to plan and supervise. Audgis, especially in the area of financial aid. Candidates should be 5 logists, especially in the educational and religious traditions of the 5 acts and healde to project its strength and character to a diverse 505. Candidates must have a bachelor's degree, with preference given

Applications and Norminations: The commutate with begin review of Applications and Norminations: The commutate with begin review of a sequence and commutations on February 20, 1992, and will commute its Pseudom until the position is filled. The goal is to have the successful addedeption service by June 1, 1992, it possible. To be considered for the appointed, and these should submit a letter of application, a resume, and

Patrick L. Palormo, Ph.O. or, waich Committee for Associate Provost for Euroffment Atlanagement Box 1634, University of Dayton, Dayton, CHT 45-169-16-14



The University of Doyton Betalersky at Paston is an Equal copyrightions. Amounting Action Employer

Adams State College

Assistant Vice President for Academic Affairs and Dean of Graduate Studies #9-01-B009

જ્જાંજા: Chief Administrative Officer of Graduate Studies એ Summer Programs. In addition to graduate programs, mmer programe, and student outcomes assess appossibilities encompass coordination of extended under off-campus graduate programs and institutional assert. Twelve-month contract starting July 1, 1992.

defications: Required: an carned dectarate in discipline speciate to the college; established record of seesaful graduate teaching and scholarly activity; established record of seesaful graduate teaching and scholarly activity; established: established

lomination: Send letter of application American American Send letter of application, sentential with degree transcripts, and three letters is recommendation to: Virginia Crowthor, Academic kilars Office, Adams State College, Alamosa, CO 81102 (19) 589-7438. Screening of applications will begin kilars 23, 1992, and continue until the position is filled.

An Affirmative Action/Equal Opportunity Employer.

ASC is particularly interested in applications from women and minorities.

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invites applications for two tenute fact, as satisfact associate professor prositions. One in public relations and one in advertising to begin August 16, 1992. Applicants should have demonstrable teaching strengths in either public relations or advertising and be able to continuous effectively to the research and service missions of the school frequency of the research and service missions of the school frequency applicants should have a significant record of teaching and research in addition to some professorial experience. Senior appropries must also be qualified to guide curriculum developizant. Preference will be given to upplicants who can teach in other stream, particularly attaches and visual communication. Minimal educational requirement is a graduate degree, preferably a Ph.D. Salaty is competitive and will be based on experience and credentals Screening of applicants with begin February I and will continue until the positions are filled. Send a letter of application, curriculum visae, and three letters of recommendation to: Recruitment Committee, School of

and women for ministry in twenty-lour deno

Communication, Box 8114, University of North Dischost. Grand Circle, North Dischost. Grand Circle, North Dischost. 2020. The University of Loads 1920. The U

THE COLLEGE BOARD

Founded in 1900, the College Board is a national nonprofit membership association of more than 2,800 colleges and universities, secondary schools, systems of higher and secondary education, and educational associations and agencies. Corporate headquarters are located in New York, New York.

Vice President and Treasurer

The vice president and treasurer will report to the executive vice president for operations and will be responsible for managing the following units at the College Board:

- control, accounting, and finance
- human resources
- administrative services
- (facilities management) management information systems.

The successful candidate will have a minimum of 15 year's experience in financial management. Experience in the for-profit and not-forprofit sectors is desirable. Undergraduate degree is required; an M.B.A. and/or C.P.A. preferred. In addition, excellent communications skills, strong analytical ability, outstanding organizational aptitude, and established interpersonal skills are required.

The salary will be commensurate with formal training and experience; fringe benefits are

Please send a letter of application and resume that includes the names, addresses, and telephone numbers of three references before February 14, 1992, to:

Box 22-100

The Chronicle of Higher Education

The College Board is dedicated to the principle of equal opportunity and its programs, services, and employment policies are guided by that principle.

Eastern New Mexico University - Roswell DEAN OF STUDENT SERVICES

Eastern New Mexico University-Roswell seeks applications and nominations for Dean of Student Services (12 month—At Will Contract); salary dependent upon qualifications. Closing date April 1, 1992. Date available July 1, 1992. Duties and Responsibilities: This is a newly created position which will be responsible for student services at Eastern New Mexico University-Roswell (a branch community college of the University) including admissions and records, financial aid, student advisement, counseling, placement, campus uncon, student government, housing and student outreach (TRIO Program). The Dean reports directly to the Provost at ENMU-Roswell but has responsibility for coordinating with the Vice-President of Student Services at ENMU-Portains, Also servos as a voting member of the Administrative Countries.

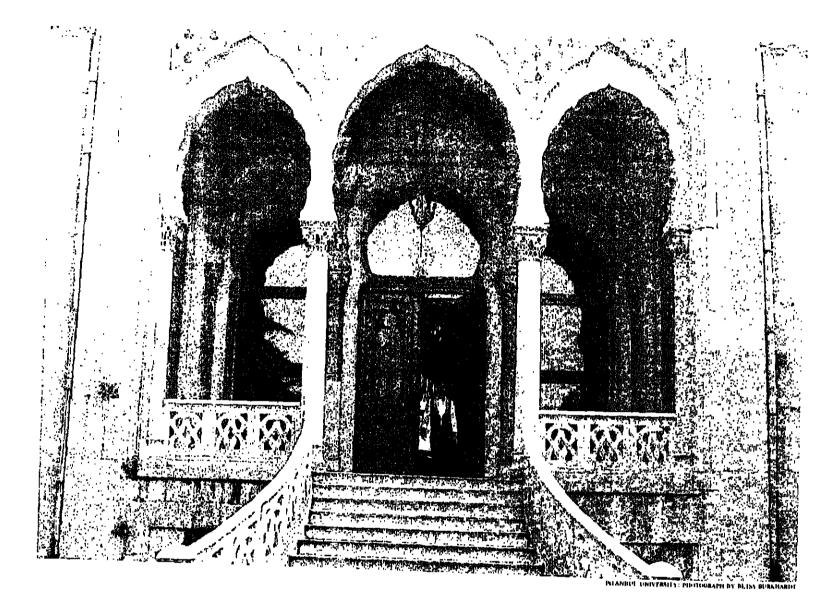
Minimum Qualifications: Master's degree in appropriate field with doctorate preferred. Three years' experience in student services with additional administrative experience in student services with additional administrative experience in student services preferred A commitment to the philosophy of serving students within the mission of a comprehensive community college required.

To Apply: Send letter of application, professional résumé, complete official transcripts and three (3) feiters of professional reference to Personnel Office, ENMU-Roswell, P. O. Box 6000, Roswell, NM 88202-6000. Applicants are urged to provide sufficient information so that their application file may be considered complete at the end of the search period which is April 1, 1992.

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The Chronicle: Your Window on Academe



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YOUR WINDOW ON ACADEME

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DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

VICE-PRESIDENT OF INSTRUCTION **VICE-PRESIDENT OF BUSINESS SERVICES**

Eastfield College, Dallas, TX

fastield College, one of the seven member colleges of the Dallas County Community College District, is seeking qualified applicants for the positions of Vice-President of Instruction and Vice-President of Business service. Eastfield College is located in Mesquite, TX, an eastern suburb of Dallas, and currently enrolls over 9,000 credit and 2,000 non-credit students. The annual budget is approximately 18 million dollars.

of balas, and currently to provide the annual budget is approximately 18 million dollars. The Vke-President of Instruction has primary responsibility for planning, developing, Implementing, and evaluating credit and non-credit instructional programs, including the selection, training, and evaluation of key administrators; and for developing and implementing the budget for instructional services. This position will also assume a primary role in the recreitment and recommendation of Instructional personnel for approval by the President and will initiate instructional research and faculty leadership programs. Requirements includes an earned doctorate degree or a master's degree with equivalent community college administrative experience, a minimum of five years of experience in higher education including three years of administrative experience at the Division Chair level or above, and two years of experience teaching full-time in a community college; excellent communications and Interpensional skills to meet the needs of a multi-cultural, diverse student population and to Interact effectively with varying levels of staff and community leaders; demonstrated ability to provide collegial administrative leadership in a student and person centered environment; and demonstrated commitment to continuous improvement in college operations.

ations.

The Vice-President of Business Services position is responsible for the financial planning and fiscal accountability for the college including final responsibility for all financial transactions, record keeping, report preparation, inventory control, and financial and personnel/payroll document control; supervises the personnel responsible for directing the activities of the division, and provides guidance to lease operations personnel in the areas of food services and the college store. Requirements includes master's degree in business or accounting, or bachelor's degree with equivalent experience, and a minimum of five years of experience to include fund accounting and high level supervisory/management/budgeting experience; demonstrated ability to interpret financial statements and to develop/manage a large budget operation, including knowledge of financial planning and fiscal accountability involving multi-unit operations; knowledge of fund accounting, and excellent interpersonal, communications, and supervisory skills.

To apply for these positions, forward a résumé to: Kale Kelley, Person-

To apply for these positions, forward a résumé to: Kate Kelley, Personnel Coordinator, Eastfield College, 3737 Molley Dr., Mesquite, TX 75150-2099, Résumés will be accepted until the positions are filled. Review of résumés will begin March 9, 1992.

EEO/D/AA Employe



ACADEMIC VICE PRESIDENT AND DEAN OF THE FACULTY

POSITION: The Vice President and Dean is the chief academic officer of the College. The Incumbent provides leadership in developing academic policy. The Vice President is a member of the President's staff. Due to retirement, his position is available in January, 1993.

QUALIFICATIONS: The successful candidate must have an earned doctor-ale and at least five years of fulf-time experience in academic administration at the level of dean or higher. Familiarity with public and private funding source is desirable.

THE COLLEGE: Cazenovia College, founded in 1824, is a thousand student to and four year private college for men and women located in Cazenovia, New York, twenty miles southeast of Syracuse, New York. APPLICATIONS: Candidates should submit a letter of application (or recommended nominations) containing at least three references and curriculum viae by March 15, 1992 to:

Hartwell P. Morse, Jr., Exec. Ass't. to Pres. Joy Hall, Sullivan Street, Cazenovia, New York 13035 EQUAL OPPORTUNITY: Women and minorities are encouraged to apply. Cazenovia College is an equal opportunity employer.

references to: Dr. Paul S. Moore, hendern for Academic Affairs, Union ker Barbourville, Kentucky 40906	highes / thilosophys Instructor/As frogram in the Department of R and Program in the Department of R and Program in the Department of R and Program in the College Col
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undergraduate teaching (introduction to re-ligion and courses in specialty), as well as scholarly research; willing and able to work with growing minority population. Funding with growing minority population. Funding pending, Tenute-track position. Femiles and minorities encouraged to apply. Sand application and supporting documents by February 20 to: Dr. Paul F. Camenisch, Religious Studies Department, DePaul University, 2123 North Seminary Avenue, Chicago, Illinois 60614. An equal opportunity employer and educator.

Religious Studies; Florids State University. Department of Religion, lavites applications for an anticipated tenure-track position, Assistant Professor rank, to begin Fall 1992. Area: Religions of East Asia. Research specialization may be in any of the major Bast Asian traditions; teaching competence in Buddhism and the religions of Chins and Japan is assumed. Through training in the study of religion is a must, as are commitment to excelence in teaching at all levels of the curriculum (through Ph.D.) and promise of active scholarship. Ph.D., should be in hand or imminent. Submit letter of application, curriculum vitae, and three letters of reference no later than March 15, 1992, to Leo Sandon, Chair, Search Committee, Department of Religion (R-15), 231 Williams Building. Florida State University, Tallahassee, Florida State University, Tallahassee, Florida State University is an Equal Opportunity, Affirmative Astion Employer.

Dean of the Faculty WOODBURY UNIVERSITY Burbank, California

WOODBURY UNIVERSITY invites nominations and applications for the posi-tion of Vice President for Academic Affairs and Dean of the Faculty Reporting directly to the President, the Vice President has the major responsibility for all academic programs, the Library, and the Registrar's Office Qualified candidates will have:

Vice President for Academic Affairs

an earned doctorate from a regionally accredited university;
 substantial administrative experience, and
 eligibility for senior faculty rank, including successful leaching experience at the collegate level.

Founded in 1884, Woodbury University is an independent, coeducational, non-profit, non-sectarian, partially residential institution of 1,000 students. The University is a vibrant, growing institution located on a 22-acre campus in the footbills of Burbank, a suburban community twenty minutes from downtown Los Angeles. The academic program offers the Backelor of Architecture degree; Bachelor of Science degree in the business areas of Accounting, Finance, Computer Information Systems, Fashion Marketing, International Business, Management, Marketing, and Business Administration, and in the professional design areas of Fashion Design, Interior Design, and Graphic Design; and the Master of Business Administration.

The Search Committee will receive applications until March 15 and will begin the review of credentials in late March, continuing until an appointment is made and accepted. The established date of appointment is July 1, 1992 Applications, nominetions, and inquiries will be received in strict confidence. Submit a letter of interest addressing the selection criteria; resume, and the names, addresses, and telephone numbers of three references to:

Dr. Zekla Gilbert, Chair Vice President, Academic Affairs Search Commiliee Woodbury University 7500 Glenoals Boulevard Burbank, CA 91510-7846

Woodbury University is an Equal Opportunity, Affirmative Action institution committed to multicultural diversity in its people and programs



Associate Vice President, Research

Associate Dean, **College of Medicine**

The Ohlo State University invites nominations and applications for a joint appointment as Associate Vice President, Office of Research and Associate Dean, Research and Graduate Education, College of Medicine. Individual will play a key role in strengthening the health and life sciences research and software in the University; serve as illason to the Ohio Board of Regents, various federal, state and local funding agencies concerning research stimulation programs and the Graduate School regarding graduate education; serve on various internal and external committees; develop research grant funding programs; lead University research program review activities; approve research personnel selections; coordinate research equipment allocations; direct professional/graduate medical education program.

Qualifications include necessary academic credentials and appropriate ex-perience to hold rank of professor in a life science area; distinguished record of research and teaching; substantial experience in funded research; knowl-edge of federal funding process.

Nominations/applications including cover letter and résumé should be sent to Susan Erskine, Office of Research Administration, OSU, 208 Bricker, 190 N. Oyal Mail, Columbus, OH 43210-1355; materials should be received by

March 20, 1992. The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, covered veterans and disabled individuals are encouraged to apply.

Research: Research Associate, Molecular Genetics to conduct original Molecular Ofnetic research to study the molecular mechnatures and regulatory process sarociated
with bone loss due to aging, postint-nopanaal osteoporosis and inflammatory originate
penia related to osteoparthritis and periodontal disease, utilizing cDNA clounsblot analysis, gene cloning, PCR, transfection, purification and radiolabeling of plasmids, and RNA extraction and purification.
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transfection, purification and radiolabeling
of plasmids, and RNA extraction and purification. Respondents must presently be eltigible for nermanent amployment in
the U.S. Salary: \$26,000, plus employee beafit plant 40-hour week Position is with unversity department in St. Louis, Missoutt.
Send curriculum vitus and details of required experience and proficiencies to Mrs.

To 40.779, Missouri Dr. quired experience and proficiencies to Mrs. Jimmie Gaston, ID #336279, Missouri Di-vision of Employment Security. 303 Wash-ington Avenue, St. Louig, Missouri 63101. An Equal Opportunity Employer. An Em-ployer Paid Advertisement.

Research/Anhmai Sciences Research Associate. Research on nutrition and growth factors. Plan and conduct research trials with cattle. Perform radiofundinoassay, molecular isloiogy techniques, and other laboratory analyses. Analyze and aumanized data using computer. Prepare magnizeripas, aides, and poaters. Present results at actionific meetings. Perform other academic activities as assigned. Ph.D. in Animal Science; Ph.D. dissertation must be in seen of large animal institution or physiology. Three referred publications with two in area of nutrition and one in melecular biology. Monday-Priday, B. a.m.-5 p.m.; 525,000 per year. Employer paid advertisement. Sond résumés to 7310 Woodward Avenue, Room 415, Detroit, Michigan 48202. Reference #113591.



MICHIGAN STATE UNIVERSITY

Dean of the Graduate School and Assistant Provost for Graduate Education

Michigan State University invites applications and nominations for the position of the Dean of the Graduate School and Assistant Provest for Graduate Education. The Dean and Assistant Provest is the chief advocate for the University's graduate programs, providing leadership in all appears of research, teaching, and service related to graduate programs, graduate recruitment, and admissions Responsibilities also include facilitation of interdocaphinary graduate programs, coordination of periodic program reviews and of University teaching assistant programs, management and allocation of graduate fellowship funds, cooperation in administering affirmative action graduate followship funds, cooperation in administering affirmative action graduate financial and, and publication of a Graduate School and Assistant Provist for Graduate Education reports jointly to the Vice President for Research and Graduate Education of the Provist.

MSIL is a comprehensive AAU, land orant university of some 40,000 violents.

MSU is a comprehensive AAU, land grant university of some 40,000 students with 6,500 entolled in graduate programs. The Graduate School offers 162 master's and 115 doctoral degree programs, with many opportunities for interdisciplinary study. The tenure system faculty number 2,100.

The Dean and Assistant Provest for Graduate Education is a member of the Council of Deans and of the Academic Council of Michigan State University and represents the University in a number of national and regional organizations, including the Association of Ciraduate Schools, the Council of Graduate Schools, and the Committee on Institutional Cooperation (Hig 10 and the University of Chargo). Working with the deans of the colleges, the Dean and Assistant Provot serves as their advocate on matters of common interest in concert with the Vice President for Research and Graduate Studies, the Dean and Assistant Provot control controllers to reconstraints relationships. and Assistant Provest contributes to mentalning cooperative relationships with store and federal agencies, and with foundations and corporate organizations which may provide sponouship for graduate programs. Qualifications

Qualifications

A strong record of commitment to academic excellence and diversity, and to high scalemic standards

The Ph.D. degree and a distinguished record of teaching and scholarship commensurate with appointment as a tenured professor in a department or school of the University.

Strong academic administrative experience, including a record of commitment to recruding and supporting under-represented constituencies.

Interest in assisting others in graduate instruction, including experience in working with graduate students.

Experience with professional and other organizations related to graduate education.

education.

Skills for effective interaction with faculty, students, itelf, alumin, and groups outside the University.

Interest in fostering multidisciplinary research and education.

Capacity to define and communicate the mission of an AAU, land grant university in graduate education.

Applications and nominations are due 2 March 1992. Late submissions will be considered if a suitable candidate pool is not identified by the deadline. Applications should include a letter expressing interest, a vita, and the addresses and selephone numbers of at least five references. References will be contacted only with the approval of the candidate. Numbrations of qualified undividuals are encouraged. These should be received well in time to obtain application materials before the 2 March deadline. Send to:

Chair, Bean of the Graduate School and Assistant Provoss for Graduate Studies Scarch Committee Office of the Provoss 238 Administration Building Michigan State University Fast Lansing, Mi 48824-1046

MICHIGAN STATE UNIVERSITY IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER. IT SPECIFICALLY INVITES AND ENCOURAGES APPLICATIONS FROM WOMEN AND MINORITIES.

CUESTA COLLEGE The application deadlines have been extended for the following positions previously advertised in the Jan. 29 issue.

DEAN OF HUMANITIES - 3/27/92, 4pm

VICE PRESIDENT, Educational Services - 3/20/92, 4pm

CUESTA COLLEGE, Personnel/AA Office, P.O. Box 8106 San Luis Obispo, CA 93403-8106, (805) 546-3127, Fax (805) 546-3907, Cuesta College is an EEO/AA Employer.

apparati, centrifuges, plant growth cham-bers, thermal cycler, computers, bacterial growth incubators, and photographic equipment. Must be proficient to computer assisted statistical analysis. Academic training in both blochemistry and plant pa-thology. Three profices and plant pa-thology. Three proof of legal authority to work in the United States. Ph.D. degree in Blochemistry or Plant Pathology re-

San Luis Obispo, California



PROVOST/

VICE PRESIDENT

Metropolitan Campus

Cuyahoga Community College is seeking a chief administrative and executive officer capable of directing, planning, managing and evaluating programs in instruction, student development and support services on the Metropolitan Campus. We will look to you to provide college-wide leadership for academic programs that encompass Engineering, Math and Technology, Health Careers and Natural Science, Continuing and Professional Education and Physical Education/Athletics. Serving as a member of the President's Cabinet, the dynamic, resourceful professional we seek will also be responsible for oncampus implementation of College policies/ procedures as well as the translation of college provides, goals and objectives into effective, practical programs.

This highly visible position requires an earned Doc-

this nignty visible position requires an earned Doctoral degree (or equivalent education/experience) complemented by 5+ years of progressively responsible academic administrative experience in higher education. Previous teaching experience, preferably at the community college level, is essential. General supervision is received by the Office of the President.

The sensitivity to respond appropriately to the needs of a socially and ethnically diverse community

We are prepared to reward the selected candidate with an attractive salary/benefits package and orgoing opportunity for professional growth and development. For confidential consideration, direct your remark.

sume by March 19th, 1992 to: Dr. Frank William Rels, Executive Vice President, Human Resources & Administration, CUYAHOGA COMMUNITY COLLEGE, 700 Carnegle Ave., Dept. CHE, Cleveland, OH 44115. The College is an Affirmative Action/Equal Opportunity Institution.

Cuyahoga Community College

Northern Illinois University []

ASSOCIATE PROVOST

Northern Illinois University invites nominations and applications for the position of Associate Provost. The successful candidate will be responsible for providing teadorship in continuing NiU's commitment to excellence in a broad range of undergraduate programs. The Associate Provost reports to the Vice President and Provost.

ciate Provost reports to the Vice President and Provost.

The Associate Provost exercises administrative responsibility for the coordination of undergraduate programs, especially in the aress of curriculum, assessment, and academic standards. Duties include oversight of the offices of admissions, registration and records, community college relations, testing, the university honors program, and other special population programs. This position requires an earned doctorate, an academic record commensurate with a senior, tenured faculty appointment in a department of the university, and evidence of the following: a strong commitment to excellence in undergraduate education, relevant administrative experience, the ability to communicate affectively with diverse constituencies, sirong interpersonal and problem solving skills, and a commitment to equal opportunity and affirmative action.

Northern Illipole University established in 1895, is a state assisted.

affirmative action.

Northern Illinois University, established in 1895, is a state assisted comprehensive research institution which offers programs through seven instructional colleges: Business, Education, Engineering and Engineering Technology, Law, Liberal Arts and Sciences, Professional Studies, and Visual and Performing Arts. The University has over 1,200 faculty members in 40 academic departments and offers 54 baccalaurests degree programs, 6ur six-year completion programs, 84 master's degree programs, NiU has an enrollment of approximately 25,000 students and is situated in one of the Midwest's featest growing areas—65 miles west of Chicago's loop and 45 miles southeast of hockford.

This position will be available July 1, 1992. Applicants should submit a letter of interest; a complete résumé; and the names, addresses, and telephone numbers of live references. Applications and nominations should be received no later than March 9, 1992, and should be forwarded to: Dr. Kendell L. Baker, Chair, Search Committee for Associate Provost, NIU, co Office of the Provost, Lowden Hall 307, DeKalb, IL 60115; 815-753-8387.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

UNIVERSITY OF **FLORIDA**

VICE PRESIDENT FOR AGRICULTURE & NATURAL RESOURCES

Applications and nominations we invited for the position of Vice President for Agriculture & Natural Resources at the University of Florida, Gamesville A part of the State University System, the University of Florida is a land-grant matifulion and a member of the American Association of Universities

OUTIES AND RESPONSIBILITIES The University's programs in food argiculture, and renewable and natural resources are administered by the Vice President for Agriculture & Natural Resources, who reports directly to the President of the University. The Vice President is the administrative head of the Institute of Food and Agricultural Sciences (IFAS) which encompasses live major units the College of Agriculture, the Agricultural Experiment Station, the Cooperative Extension Service; the School of Forest Resources and Conservation; and elements of the College of Voternary Medicino. Within IFAS there are some 900 faculty mombers located in 23 academic departments on the main campus, 13 administrative research and education contors throughout the state (with localty located in 23 different geographical sites) and 67 county extension offices. Student enrollment (graduate and undergraduate) is approximately 2000. Through its Office of International Programs and the Center for Tropical Agriculture, tFAS also administers contract programs of lochnical assistance in agriculture and related natural s to developing nations in tropical areas around the world.

If AS has an annual operating budget from lederal, state and county governments of more than \$100 million, plus a contracts and grants budget of approximately \$30 million annually.

Among other qualities, condidates for the position should have a strong record on achievement with demonstrated computence as an udministrator and offective leader; good communication skills and ability to work effectively within the framework of a large university, as well as with groups external to the university, and a strong commitment to excullance in instruction, basic and applied research, and the service mission of the University. There should also be un understanding of and communent to the mission of land-grant

SUALIFICATIONS: The doctoral degree in an appropriate area of specialization or comparable experience is necessary, together with at least ten years of related professional work experience. The Vice President should have the qualifications necessary to hold a tenured position with the academic rank of professor in the appropriate academic department. Salary will be commonsurate with expensence and other qualifications.

NOMINATIONS AND APPLICATIONS: Applications should include a current resume and names, addresses and telephone numbers of at least three references. Nominations and applications should be submitted not later than April 15, 1992, to Mr. Malcom Randall, Vice President Search Committee Chairman, Office of the President, 226 Tigert Hall, University of Florida, Gainosville, FL 32811. The search is conducted in accordance with Florida's open meeting and "sunshine" law. Documents and meetings will be open to be rublic. The University of Florida is an Equal Opportunity, Affirmative Action Employer.

VICE PRESIDENT FOR STUDENT LIFE AND DEAN OF STUDENTS

WARTBURG COLLEGE Waverly, Iowa

Warthurg College seeks candidates for the position of Vice President for Student Life and Dean of Students. This person is responsible for providing creative leadership in all areas of student life and serves on the President's

Cabiner.

Candillates should have educational preparation in student personnel administration or a related professional field. A doctorate is preferred. Experience in a small college with a church relationship is desired. Candidates should enjoy students and be able to work effectively with faculty. Salary is

Competitive.

Warthurg is a four-year, undergraduate college of the Evangelical Lusher-tas Church in America. As a residential liberal arts college of 1450 students, it is dedicated to challenging students to lives of leadership and service. Warthurg is ranked Liberal Arts I (highly selective) by the Caraegic Foundation of the Advancement of Tarchim.

whething is rained Liberal Arrs I (fightly selective) by the Carnegic Roundation for the Advancement of Teaching.

Candidates should submit a letter of application, résumé, and names, addresses, and phone numbers of three references to Dr. Robert Vogel, President, Wariburg College, 222 9th Street, NW, Waverly, Iowa 506-77.

The Search Committee will begin reviewing applications Pebruary 28. The search will continue until the position is filled.

Wartburg College is an Equal Opportunity and Aftirmative Action Employer and encourages applications from minorities and women.

Research/filological Science: Research Associate Research on nutrition metabolism of human prostate cancer and establishing of human prostate cancer and establishing advanced morphological methods such as immunished properties in the prostate cancer cell line. Developociato Research on interition metabolism of human prostate cancer cell line. Developina a model of human prostate cancer in make made to human prostate cancer in make made by employing various methods including surgical technique; observing pharmacological effects of anticardinogen on prostate cancer in vivo and in vitro. Investigating the effects of growth factors in immunology and molecular biology on the pathogenesis of human prostate cancer and period of the pathogenesis of the pathogenesis of human prostate cancer and period of the pathogenesis of the pathogenesis of the pathogenesis of human prostate cancer and period of the pathogenesis of the pathogenesis of human prostate pathogenesis of human prostate pathogenesis of human prostate pathogenesis of human prostate pathogenesis of human prostate

Exact/Biological Sciences Research As-sociate. Position available to work inde-pendently and as part of a research team including engineers, edinkings and other busic scientists, to study the extracellular

PROVOST

Priorice orange College invites applications and nominations for the position

The College: Union County College is a two-year community college with campuse, in Cranford, Scotch Plans, Flizabeth and Plansfield. The College serves year directorlinent of approximately 10,300 students and serves approximately 3,500 persons in non-credit community service and public serv-

The Position: The Provost reports to the Vice President for Academic Affairs and is responsible for the operation, supervision and administration of the Plantfield Campus. The Provost prepares recommendations for and guide other congoing development enhancement and maintenance of the Cam-

Qualifications: Larged Doctorate. The successful condidate must have administrative experience at a supervisory level preferably at a community of college. He or she must have experience in designing and managing programs for a milit-cultural education string. He or she must prosess strong leadership and management skills and be able to work effectively with faculty, administrators and staff.

Applications and Nominations: The last date by which applications will be received is February 29, 1992. The goal is to have the successful candidate began service by July 1, 1992. To be considered for the appointment, cambidates should submit a letter of application, a resume and a list of four references to:

Umon County College 1033 Springfield Avenue Cranford, NJ 07016



UNION COUNTY COLLEGE

Medcenter One College of Nursing PROVOST/DEAN

Applications and nominations are invited for the position of Provost/ Dean, College of Nursing, Medicenter One College of Nursing is an NLN accredited Beccalaureate program. The college offers a curricu-lum feading to the degree Bachefor of Nursing Science (BNSc) in preparation for research based nursing practice.

An earned doctorate, a master's degree in nursing, and experience teaching at the collegiste level are required. In addition, the candidate should have demonstrated successful leadership and administration in a professional nursing program either as the Assistant Dean or Vice-President. Must be supportive of a science based and research oriented nursing education program.

The position is open immediately; starting date negotiable. Top salary and benefits. Application including current vitae should be sent to:



medcenter one

Equal Opportunity Employed

cal, and spectroscopic methods including NMR, GC, GC-MS, FT-IR, ATR, UV-vis. MRLC, XPS, flourescence spectroscopy, contact angle goolumetry methods as well as an IBM-PC and skills in taert almosphere techniques to accomplish these gools. Salary \$18,961 per year, 40 tours per week. Roquires Fh.D. in chemistry, Apply at the Texas Employment Commission, Hryan, Texas, are need resume to the Texas Employment Commission, TEC Building, Austin. Texas 78778, J.O. #6521714. Advertisement gold by an Equal Employment Opportunity Employer.

Research/Chemistry: Concer Research Sci-entist 1. Will enange in research in the area of Carbohydrate Chemistry as it relates to muligonat cencers. Will synthesize oligo-sanchurides which can act as acceptors as well as reference cumpounds for alycosyl-transferases and alycosidases found on vari-

lot with densitomeric semi-quantitation of pratein level; measure arterial blood gares, prepare tissue from lab animals for in vitro culture and perform small animal surgery. Must be capable of using bright field and fluorescent microscope, microtome, taking pictures from bright fluid and fluorescent stains, confoced microscope, blood gas machine, set electorphoreals system, protein electrotransfor, funnunoloto technique, tissue homogenizer, vacuotransfor blot apparatus densitomer. Required: knowledge of analytical protein electrotrobreals system, protein and nucleis acid blotting system and protein measurement system; willingness to work flexible hours; and a B. S. in chemistry or blobgy. \$9.00 per hour. 40 hours per week. Employer paid advertisement. Applicants must be presently eligible to work fit the U.S. Send rénumé to Missouri 630 Service, 505 Washington Avenue, St. Louls, Missouri 63101, Attention.

well as reference compounds for alycosylaster found in various cancers. Resulters it least two years' bloomers. Resulters it least two years' bloomers. Resulters it least two years' bloomers. Resulters it least two years' bloomers are supported by the six of alycopeptide, perifdes and alycoplipids. Must have proven research ability in abe synthesis of potential immunositiupinnts as evidenced by arrong publication list in refereed journais. Ph. D. in Chemistry, 5 days, 40 hours/week, \$35K/year, Apply with ressume and three tetters of referral to Dr. Klassbi L. Matis, Associate Director' Director of Research, Gynecologic Oncology. Roswell Park Concert institute, Elin and Carlton Streats, Buffalo, New York 1428. SOE/AA.

Research/Computer Science. Applicant will function as Associate Director of the Computer Networks Laboratory, with day-to-day responsibility for conducting multiple research projects and supervising anaduate research projects and supervising anaduate research and project of Research Agreement of Xpress Transfer Protocol hardware architectures and software implementations for Motoroba, Intel, RS/6000, Sun, and DEC-station computer; operating system development using XTP, TCP, TPA, and experimental high-speed networks and cutting tissue sections with bright field and immunoflouryscent microscope; obtain pholoriscropamphy of sections; use confical inference to the horizontal and vertical plan optical cross-sections with documentation by photomoterography; conduct protein measurements, separate protein on see dictorphoreals, electrory for the Computer conducts, and Knowledge of the anadomentation of computer communication of computer conducts, and knowledge of the anadomentation of computer conducts, and knowledge of the protein measurements, separate protein on see dictorphoreals, electrory for the computer and the protein development of the protein to membrane; particular and the protein of the protein to membrane; particular and protocols, and knowledge of the above-mentioned operating systems, and

The state of the state of the

wille, Virginia. Apply to: Dr. Alfred C. Weaver, Director, Computer Networks Laboratory, Department of Computer Science, Thornton Hall, University of Virginia, Chariottesville, Virginia Z2903. AA/ EOE.

Research / Immunology: Research Associate. To conduct original research to immunology of human of the second control of the sec

Research / Immunology: Research Asso-ciale. To conduct original research in im-munology of human organ transplanta-tions; to establish and maintain a panel of transformed human cell tines; to investi-gate the cellular immune functions of trans-plant recipients using a variety of in vitro techniques; to produce, purify, and charac-ferize monoclousi and polyclonal authod-ies; to isolate and blochemically and immu-pochemically characterize cell membrane antigents; and to purify, quantitate, and se-

Research/International Security. Now accepting applications for Research Scientifications for Research Scientifications for Research Scientifications for Research Scientifications of the Center for International Security and Strate Light Stratesis: Studies, Mississepi State Light Versity. Position involves research leading to the production of CISS grant proposition to the production of CISS grant proposition article, and position papers. Applicable article, and position papers in theory. Political Science, Beonomics, or reside

RULLETIN BOARD: Positions available

MU Marquette University

VICE PRESIDENT FOR FINANCE Augustic University, an independent, Catholic, Jesuit, coeducational, ur-tanuments of 11,400 located in Milwaukee, Wisconsin, invites applica-tion and nominations for the position of Vice President for Finance.

tons and nominations for the position of vice President for Finance, the Vice President for Finance is responsible for the overall management and organization of the University's budget, information services, payment and organization of the University's budget, information services, payment and organization asset management. The Vice President plans and implements with an asset management. The Vice President plans and implements with an Catholic, jesuit university dedicated to pursuing truth, discoving and transmitting knowledge, promoting a life of faith, and developing leadership expressed in service to others. The Vice President, who report to the Executive Vice President, serves as a vital member of the linkersity's senior management team. University's senior management team.

University's senior management team.

While the emphasis of responsibilities will lie in generating a balanced smull budget, the Vice President and his/her area will also have primary responsibility for streamlining and coordinating various payment and receivable systems in the University, and examining and implementing creative finance policies. The goal is to provide students, parents, and vendors with clear accurate information about their current financial status visits the University, and to position the University financially to meet the challenges of the Z ist century under the leadership of the Rev. Albert 0386, \$1, is President.

The successful candidate for this position will have at least a Master's degree from a recognized college or university, and possess: egree from a tectored in financial management with at least 8 to 10 years of progressively responsible experience which offers evidence that the candidate can manage an operating budget in excess of \$ 160

ea commitment to enhancing the goals, purposes, and heritage of a Catholic, jesuit higher education institution; experience with fund accounting and with various types of equity and bond financing pertinent to the academic sector;

esignificant exposure to information services and payment and receivables systems within the finance area, and a strong understanding of and appreciation for sound moral practices in areas of finance, audit,

ethe warmth, humor, leadership qualities, and the personal integrity. character, and drive of a leader who can work both autonomously and as a member of a unified team under strong leadership.

The expected starting date will be july 1, 1992 or as soon as possible Nominations and applications should be directed to:

Barbara R. Wille Vice President, Executive Search Barnes & Roche, Inc. 919 Conestoga Road Building Three, Sulte 110 Rosemont, PA 19010 Fax: (215) 527-0381

Marquette University is an Alfirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Allentown College of Saint Francis de Sales

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Alteniown College, a Catholic, liberal arts college of 1,420 PTF, stu-dents located in the scenic Lehigh Valley of Pennsylvania, is seeking a Vice President to lead the offices of development, public relations and alterni

The Vice President will report directly to Alientown College's President like Rev. Daniel G. Gambet, O.S.F.S., and will serve as a member of the President's administrative council. Along with the President, the Vice President will identify, cultivate and solicit the College's most important prospects. Additionally, the Vice President will be responsible for the planning and implementation of an expanded and multisceted external relations program in preparation for a capital fundalising ampaign.

Qualified candidates will possess 8-10 years of increasingly respon-sible experience with concentration on major gifts fund raising. Lead-easily, management skills, energy, intelligence, and humor will all be important to the successful candidate, as well as a clear understand-ing and commitment to the mission and principles of Catholic higher education.

The position will be available July 1, 1992. The salary is very com-petitive and commensurate with experience. Applications and nominations are being accepted by:

> Barbara R. Wille President, Executive Search Barnes & Roche, Inc. 919 Conestoga Road Building Three, Suite 110 Rosemont, PA 19010 (215) 527-5244

FAX: (215) 527-0381

chanics, Advanced Heat and Mass Transforms and development in international term is also required. Salary \$18,000-term of sufficient editorial expension of question to Jasos Radvanyi at Missairph State, by Drawer Y, Maissairph State, by Drawer Y, Maissairph State, by Drawer Y, Maissairph State, by Maissairph Maissairph State, by Maissairph M leid, as well as experience in proposal sings and development in international strain, studies. Significant editorial statements and required. Salary \$18,000-like to the salary \$18,000-like to the salary salary and the salary salary and salary sal

Director of the Writing Program

The University-wide writing Program thasted in the College at Arts and Sciencest especies to appoint an accomplished schular in composition and distinguished educator to lead the continuing development of an innovative and successful undergraduate writing program, implemented by a lively leaching commitmity including full-time faculty, professional writing instructors, and feaching assistants in English and other graduate programs. In the past academic year, the Program offered four Writing Studios, serving 5.718 students. The Orector will also serve as Chair for departmental func-6.718 student: The Director will also serve as Chair for departmental functions of the Whiling Program and teach graduate courses in composition and thetoric. The Director will work with faculty and administrations throughout the University. Salary will be commensurate with expenseic and qualifications. Applications will be accepted up to the time of appointment. Send vita and complete dosser to Professor Carol Lipson, Co-Chair, Search Committee, The Writing Program, 29 HB Crouse Hall, SYRACUSE UNIVERSITY, Syracuse, NY 12244-1160. All applications will be acknowledged by a letter from this Department. AVECT.

EXECUTIVE DIRECTOR

Opportunity with non-profit in-ternational environment and de-velopment education organiza-tion. Successful fund-raising ex-perience required. For further Information write or lux: Search Committee, Coolidge Center for Environmental Leadership, 1675 Manachusetts, Avenue, Cam-Massachusetts Avenue, Cambridge, MA 02138; Fax: 617-864-6503. Deadline: February 21, 1992. Please no phone calls.

VICE PRESIDENT FOR INSTRUCTION

Westark Community College invites applications for the position of vice president for instruction THE COLLEGE. Westark College is a publicly supported, single-campus, comprehensive community college located in Fort Smith, Arkansas, a historic city of 75,000 situated in a region of lakes, rivers, and scenic beauty between the Ozark and the Quachita Mountains on the Arkansas-Oklahoma border. The institution has a credit enrollment of over 5,500 students from a five-county service area in western Arkansus, with 238 full- and part-time faculty, offering a wide range of academic, technical, continuing education, and industrial training programs. The College also operates a University Center whereby various universities offer bachelor's and master's degrees on the campus.

The College has experienced a 61 percent growth in FTF, enrollment since 1985. The College enjoys good local support, having recently completed a successful five million dollar endowment campaign for private funds and obtaining citizen approval of additional local tax support for new buildings to accommodate the enrollment growth.

THE POSITION. The vice president for instruction reports directly to the president and carries broad leadership and management responsibilities for the various instructional and academic support programs of the College.

Qualifications of the successful candidate will include:

An earned doctorate with strong academic background,

- Significant evidence of the ability to provide effective leadership of academic and technical instructional programs in previous instructional leadership positions.
- Evidence of well-developed listening, oral and written communication skills necessary to build consensus and mobilize faculty and staff resources to achieve institutional goals,
- Evidence of ability to effectively plan for and manage available equipment, facilities, dollars
 and human resources for the College's instructional programs,
- Working knowledge and experience in developing and using institutional effectiveness, measurement systems and program evaluation systems for continuous quality improvements in the instructional program,
- A demonstrated ability to mold and lead responsive competency-based technical programs to loster economic development and the growth and viability of area industry.

SALARY AND BENEFITS. Salary will be commensurate with qualifications, experience and achievement record; range: high 50s - high 60s; negotiable, and competitive benefits package. Required availability date no later than July 1, 1992.

APPLICATION DETAILS. Please submit a letter of application, of no more than three pages, identifying how the applicant meets desired qualifications and summarizing personal views and approach to the chief academic officer's role, a results-oriented resume, and copies of franscripts to Director of Personnel, Westark Community College, P. O. Box 3649, Fort Smith, Arkansas 72913. A college application form and detailed job announcement will be sent by return mail. Review of applications will begin on February 25 and will continue until the position is filled.



UNIVERSITY OF DALLAS

VICE PRESIDENT

Finance and Administration

The University of Dallas invites applications and nominations for the position of Vice Prosident for Finance and Administration. The VPFA is the clife financial officer of the University directly responsible to the President for the direction, integrity, quality and administration of the following greas: endowment management, land development, business affairs, budget preparation and control, physical plant, human resources, security and University services.

resources, security and University services.

Applicants must hold an advanced degree in an appropriate field and have at least ten years' administrative experience preferably in higher education, involving the management and operation of business and financial affairs of a complex institution.

financial affairs of a complex institution.

The University of Dallas is a highly selective Catholic University with an annual operating hudget of \$23 million and current undergraduate an annual operating hudget of \$23 million and current undergraduate and graduate enrollment of 3,000. Located in the Dallas/Ft. Worth and graduate enrollment of 3,000. Located in the Dallas/Ft. Worth suburb of Irving, Texas, the University of Dallas is preparing for the future by initiating extensive campus renovations and construction in future by initiating extensive campus renovations and construction in the 1900's coupled with a capital campus gradient for Support the University's strategic plan. The University's youth, achievement, situuniversity's of promise offer the Vice President for Finance and Administration and promise offer the Vice President for Finance and Administration a unique opportunity to help determine its direction and future. Direct nominations or letters of application with résumé to the altention of Dr. Robert Sasseen, President, University of Dallas, 1845 E. Northgate Drive, Irving, Texas 75082. Appointment date is August 1, 1992. Résumés should be submitted by March 10, 1992.

atudies concerning the effect of streamling on the macrobiofonding in power plant in no on the macrobiofonding in power plant in the structures and experimental studies concerning the musso inecrobiofonding control technologies such as staged boundary layer chlorination; theoretical and experimental studies on the transport and side of the surfaces of the particles in the flow passages of the flow particles and preparate catalytic SO, generator, continuous particle collector and pit meters. Tublishes ardicles and preparate passages and control to the statistic of the statistic of the particles and preparate passages and operating a special control technologies such as staged boundary layers as Research Associate or Rese

Vice President **Academic Affairs**

Ashland University is a private, mid-sized, liberal arts, teaching university its 5,144 students study in five schools, two of which offer graduate degrees, and one graduate theology division offering more than 100 majors. The Ashland University faculty have a tradition of excellence in teaching and scholarship; however, teaching is the number one prerequisite.

The student enrollment is equally divided between graduate and undergraduate students in addition to the main campus, located between Cleveland and Columbus and readily accessible by interstate, there are 19 satellite locations. These locations include Columbus, Lorain, Cleveland, and Lima. The program of continuing education enrolls an additional 13,000 students. Ashland University has developed many unique, non-traditional educational programs. The Vice President of Academic Affairs will report to the current Provost during 1992-93. Beginning 1993, the Vice President of Academic Affairs will be the chief academic officer and report directly to the President.

The deans and academic officer and report directly to the President.

The deans and academic directors report directly to the chief academic officer. The academic officer is responsible for educational policy, academic personnel decisions with the President, development of curriculum, and the stimulation of teaching and research in addition, the Vice President of Academic Affairs provides leadership for public service activities which are educational in character and represents the University or various private and public bodies dogsely related to the University's academic mission. The Vice President for Academic Affairs also represents the University to other constituencies at the request of the President.

Ashland University is a private university begun in 1878 and governed by a Board of Trustees, including alumnt, the community, business, and the church. Acting through the President, the chief academic officer has a responsibility to present academic policies and issues to the Board of Trustees. Ashland University seeks nominations and applications for the Vice President of Academic Affairs. The salary will be competitive and commensurate with experience. The institution is an affamative action, equal opportunity employer. A review of the condidates will begin by March 15, 1992. Please direct

Dr. Joseph R. Shultz President Asland University 401 College Avenue Ashland, OH 44805 (419) 289-5050



would be an advantage. Send a curriculum vitas and letters by three scientists who can evaluate the candidate's accompilement, and fature potential for both research and teaching. The successful candidate will participate in the research and teaching program of the Division of Clinical Pharmacology. Apoly to: Dr. lan A. Biair. Mass Spectrometry Resource, 804 MRB, Division of Clinical Pharmacology. Venuderbit University, Nashville, Tennessee 37232-6602. VU is EO/AA employer.

Research/Physics: Research Scientist to work with the II-Vi Sumiconductor Quantum Siructure (SQS) research group. Applicant must have a Ph.D. degree in solid atter physics, at least one year's restdencing research experience in the experimental studies on II-VI SQS, Qualified individual must have a strong backsround in both experimental solid state physics and compensations.

puter programming, including data acquisition as well as date analysis, extensive research, experience with FTIR apectuacopy and FIR magneto-optics. Applicant should also have a good knowledge of the ukakit. PL and BL techniques. Specific duties which include; performing and supervising the optical characterizations of 11-VI SQS by means of a variety of spectroscopic techniques, including IR-PL, IR-transition, FIR magneto-optics, and FIR photoconductivity; setting up and performing the efficiency measurements of 11-VI SQS LIDS; teaching indoorstory techniques to undergraduate and graduate students; supervising massing the micro-VAX system and other comprojes in the retearch group. \$26,000/year, 40 hours/week, 100 Optics, 4NC 7210159 Flease apply to; 105 Squiges, 700 Wede Avenue, Raletah, North Carchina 27611.



VICE PRESIDENT FOR ACADEMIC AFFAIRS

California State University, Ponsona, invites application, and nonination; for the profition of Vice President for As adomic Allians. Call Poly Ponsona a public inversity, is one of 20 campuses in The California State University the campus is located approximately 30 miles cast of downlown Los Angeles and or part of one of the most dynamic section and bustonic 1,400-acre campus, once the winter ranch of creat magnate W. E. Kellegg, located within an hour's drive of beaches, mountains, and the desert. Within a twenty-mile states of the University is a molti eithir, population of nearly 3.8 million people. Call Poly Ponsona has a rapidly growing student population, currently at 19,000 (14,600 FTES and approximately 58% ethnic monotines. Students are emodled in 55 has calabrates and 15 master's degree programs with approximately 90x fall-lime and part-time facility. During the 1990-91 academic year, the University conferred 2,861 bachelor's and 291 master's degrees. The University conferred 1,861 bachelor's and 291 master's degrees, the University conferred 1,861 bachelor's and 291 master's degrees, the University conferred 1,861 bachelor's and 291 master's degrees, the University conferred 2,861 bachelor's and 291 master's degrees, the University conferred 2,861 bachelor's and 291 master's degrees, the University conferred 2,861 bachelor's and 291 master's degrees, the University one of its highest proofites.

The Vice President for Academic Affairs is responsible for providing lead-ership and management for all instructional and academic support areas of the University. As the University's chief academic officer, the Vice President testers as ademic quality, a university environment conductive to collegiality, diverse views and open this assum, and an appreciation and respect for eithir, cultural, and social diversity.

One of four senior operative officers, the Vice President for Academic Allahs repairs due by to and works closely with the President for Academic Allahs repairs due by to and works closely with the President and serves as chief executive officer in the President's absence. Reporting to the Vice President for Academic Affairs are the distinct of the Colleges of Agriculture, Arts, Business Administration, Engineering, Environmental Design, and Science, the distinct of the School's of Idia attentant Affairs are the Colleges of Continuing Libration, and the Associate Vice Presidents for Academic Affairs, for Academic Programs, and on Lacific Affairs. Academic Affairs are selected. denic Programs, and for Laculty Afrairs. Academic Afrairs, for ACa denic Programs, and for Laculty Afrairs. Academic Affairs encompasses the Office of Academic Programs, the Office of Analytic Studies, the Office of Research and Spousoned Programs, the Earlity Center for Professional De-velopment, the Institutional Technology Center (which includes Distince Learning), the International Center, and the Institute for Regeneralise Studies Duties and Responsibilities

Dutles and Responsibilities

The Vice President for At ademic Attairs is responsible for planning, organizing, and administering the University's academic programs. The Vice President oversees the development and implementation of policies after ting the academic programs, threats the periodic evaluation of these programs, and ensures maintenance of the University's academic standards. The Vice President directs the recruitment and selection of all academic paraonnel; promotes altimative action on appariment, relention, renure, and promotion of faculty; and oversees all other faculty personnel matters. The Vice President serves as a member of the President's Cabinet in the overall planning and management of campus affairs; onsults with the academic Senate and other campus constituencies; promotes educational equity efforts among all academic units; participates in the development and lund-raising activities of the University; and carries out inter duties as assigned by the President.

Qualifications Qualifications

Candidates for the position must hold an earned doctorate or other terminal degree from an accredited institution; demonstrate a successful record of activement in teaching, research, and scholarship; and qualify for appointment as a full professor in an academic department. Candidates also must demonstrate successful experience as an academic administrator in higher education, including at least three years in a position at or above the level of dean. All candidates will be judged on the ability to provide effective leadership within the context of a descentralized mode of administration, involving due consultation with campus constituencies, and on demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning and evaluation, experience and potential as an effective campus spokesperson, and ability to write and speak effectively. It is essential that all candidates demonstrate their ability to be responsive to the educational equity goals of the University and its increasingly diverse ethnic cultural, and international character. Candidates for the position must hold an earned declorate or other termi-

Appointment Date

The University seeks to fill this position by August 1, 1992, but is willing to negotrate a later date as appropriate.

Starting salary will be competitive and commensurate with qualifications and experience. The position includes a broad, attractive benefits package. minations and Applications

Nominations and applications should be addressed to:

Academic Vice President Search Committee C/o Dr. Bob H. Suzuki, President California State Polytechnic University 3801 West Temple Avenue Pomona, California 91768-4020

Nommees for the position will be invited to apply. All candidates must submit a complete formal application, which consists of the following: a) a letter of interest, including a statement of how the candidate satisfies the position qualifications listed above; b) a current curriculum vilae; c) the names, titles, addresses, and telephone numbers of five colleagues who can provide current assessments of the candidate's qualifications for the position. Finalists for the position should be prepared to provide three letters of reference upon request. Review of completed applications will begin on March 16, 1992, and will continue until the position is filled.

California State Polytechnic University, Portiona is an Equal Opportunity, Affirmative Action Employer. The University hires only individuals fawfully authorized to work in the United States.

Research/Physics: Senior Research Scientist I. Candidate will be engaged in research on the theory of direct asserbeds on crystal structure determination from X-my diffraction data of biological molecules of areater than 200 atoms. Must have at least five years' experience in research on diffraction Physics and the Matthematics and Theory of Direct Methods of Crystal Structure Determination are videnced by publications in referred journals. M.S./Pb.D. in Physics and the Matthematics and Theory of Direct Methods of Crystal Structure Determination are videnced by publications in referred journals. M.S./Pb.D. in Physics 3, 25 hours/week, S7/K/year. Apply with resume and three letters of recommendation to Dr. Jane Griffin, Molecular Biophysics Department, Medical Foundation of Binthia, 73 High Street, Bulfalo, New York 14203-1196.

Residence Life; Department of Housing and Residence Life; Department and Life Residence Life; Department of Residence Life; Department and Life Residence Life; Department of Residence Life; Department and Residence Life; Department and Residence Life; Department and Residence Life; Residen

ASSISTANT PRINCIPAL, **BURRIS LABORATORY SCHOOL**

ពេយមេយោអារាការបោយបារាជាជាជាបារាជាជាជាជា



Muncie, Indiana

Teachers Cutlege, Ball State University, historically one of the nation's lead-ers in the preparation of educators, houses seven departments and the Indi-ana. Academy for Science, Mathematics, and Humanities. One of these departments is the Burris Laboratory School, a K-12 program with approxi-mately 450 students. Located on the University campus, Burris' primary mission is to provide an evemplary preservice clinical program for teaching majors. In addition, the School provides the development, demonstration, and dissemination of effective and innovative leaching practices and sup-ports applied research studies.

parts applied research studies.

The Assistant Principal reports to the Principal. Characteristic duties include: maintain official student filestrecords (including attendance): develop class schedules for students in grades 6-12; coordinate student activities; maintain student conduct and control fincluding functhroom): supervise scheduling of building tacilities and maintanance of the building by the physical plant; coordinate work of the admission committee; develop emergency plans for the building and conduct required file and fornado drills; assist with teacher observation and evaluation; assist with staff development activities linked to leacher observation, and coordinate curriculum development and instructional methodology with university faculty, staff, and school administration. hunal methodology with university faculty, start, and school administration. MINIMUM QUALIFICATIONS: Master's degree from a regionally accredited institution in a grafe level and/or subject area taught in the Laboratory School; teat hing experience at either the elementary or secondary school level; administrative experience in an education setting sufficient to demonstrate planning and leadership skills; proven ability to communicate effectively, organize and successfully carry out complex tasks, work effectively in a collegial atmosphere, and positively motivate people. Must hold or be eligible to hold an ludiana principal's license.

PREFERRED QUALIFICATIONS: Doctorate from a regionally accredited insitutium, significant teaching and administrative experience; established re-cord of scholarship; proven success in academic grantsmanship.

The Assistant Principal of the Laboratory School is a twelve-month, tenure-track position. The successful candidate will be expected to teach half-time. Hall State University has an enruliment of over 20,000 students. The university is focalett in Muncie, Indiana (population 80,000) which is located approximately 50 miles northeast of Indianapolis. Review of applications will begin March 2, 1992, and continue until the position is tilled. Applicants should send a letter of application, vita, official transcripts of graduate study, and three original, current letters of reference to: Dr. Mark D. Myers, Principal, Burris Latwinstory School, Ball State University, Muncie, IN 47306.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

THE UNIVERSITY OF CENTRAL ARKANSAS



The University of Central Arkansas (UCA) invites applications for the desition of Vice President for Administration. Located in Conway, Arkansas, thirty miles from the metropolitan area of Little Rock, UCA is a comprehensive university with an enrollment of 9,000 students, approximately 350 full time faculty, and a staff of 300.

The Vice President for Administration is a member of the President's cabinet and is specifically responsible for the physical plant, campus security, personnel, the computer center, telecommunications, the campus post office and food services.

The position requires experience in administration and management, leadorship skills and ability to communicate effectively with internal and external constituencies. Experience in higher education is desirable. This position becomes vacant upon the retirement of the incumbent, and the

Consideration of applications will begin March 1, 1992. Letters of application with current resume should be sent to:

Dr. H. B. Hardy, Jr. Assistant to the President University of Central Arkaneas Conway, Arkansas 72035

An Equal Opportunity, Affirmative Action Employer.

Minorities and women are encouraged to apply.

iour yeans' akperience in progressively responsible university-housing management
positions with emphasis on scivities programming and staff training. Salary:
256,162+ depending on experience.
NMSU offers a comprehensive employee
benefits rackage. Deadline for applications: February 19, 1992. Reply to Bob
Snilgeen, Director, Housing and Residence
Life: NMSU; Box 30001. Department 3DB,
Las Cruces. New Mexico 88003. New
Mexico State Upiversity is an Equal Opportunity. Affirmative Action Employer.

Residence Life: Assistant Director of Housings. Affirmative records of 3,000 residence hall students:
maintains all personnel files on staff. Cooringuistry of the certain bousstant Director is part of the central bousstant Director is part of the central bousstant Progressian and Company of the Control
of Staff and helps with other duties asminimum of 2 years full-time experience in
residence Life: Residence Hall Director,
University of Wisconsin-Stevens Foint.
Profer master's degree in student personnel

or counseling, and interest in student development. Restorately a part of the property of the

Residence Lifei Graduate Assistantship, li-lipols State University. The Graduate As-sistent serves as an apprentice to full-time, live-in professional staff. Duties: Supervi-sion of employees at reception deak or oth-pr service areas (e.g., computer centers and disease centers), duty and on-cell coverage, judicial program. Must have a sensitivity to

cially encouraged to apply.

Residence Life: Area Coordinstor, Illiadis Siste University. The Area Coordinstor is responsible for the administration of a residence hall complex of 900 to 2,400 and a residence hall complex of 900 to 2,400 and a resident of the sister o

University of Northern Colorado

VICE PRESIDENT FOR ACADEMIC AFFAIRS

QUALIFICATIONS AND EXPERIENCE: Candidates must pussess an earned ductorate or equivalent from an accredited university as well as credented; and experience for the rank of full professor in one of the academic deparaments of the University. Extensive experience, at a dean's level or higher in an institution offering both undergraduate and graduate degrees, is required Candidates must have a record of a consultative and participative approach in decision making. Candidates must also have demonstrated excellence in teaching, scholarship, and ability to work creatively with a bruad and diverge group of faculty, students, and administrative personnel. Thorough how-ledge of academic planning, management, evaluation and budge development and management is essential. Experience with the logislative and higher education policy bodies is desirable as is a record of effective leadership in multicultural and gender-related issues.

POSITION DESCRIPTION: The Vice President for Academy and

POSITION DESCRIPTION: The Vice President for Academic Affairs is directly responsible to the University's President and serves as the chief academic officer in charge of planning, organizing, administering, and evaluating the academic program of the University through the following Colleges, Schools, and Services: Arts and Sciences; Business; Continuing Education; Education; Graduale School; Health and Human Services; Performing and Visual Arts; and University Literation. and University Libraries.

The Vice President provides leadership in program development and maintenance of high academic standards; is responsible for overall direction of the recruitment, retention, tenure, and promotion of faculty; superintends an intensive program review and evaluation process; and serves as a senor member of the President's cablinet. The Vice President will assure a diverse and scholarly faculty appropriate to a leading Doctoral I University.

SALARY AND BENEFITS: Negotiable, depending upon a variety of lation with emphasis on experience. Benefits may include health, life, and deal insurances and the Colorado Public Employees Retirement Program Inacco. dance with University policies.

STARTING DATE: No later than July 1, 1992.

CONTACT AND APPLICATION DEADLINE: Completed application materials will be reviewed beginning March 1, 1992. Applications will continue to be received and reviewed until a selection is made by the President with the advice of the Search Committee. Applications should include a comprehensive vita with appropriate documentation and a letter of interest. Three pofessional references, including addresses and telephone numbers, are to be submitted along with the vita and other documentation. Nominations and application material should be addressed to:

Search Committee for the Vice President for Academic Affairs University of Northern Colurado Greeley, CO 80639 (303) 351-2121

Federal regulations require that all documents submitted by applicants be retained by the University. Material will not be returned or copied for appli-

LOCATION AND ENVIRONMENT: The University of Northern Colorado, a senior public institution, is located in Greeley. The Fall 1991 total enrollment was 10,494 students. Of those, 9,344 were Colorado residents and 8,967 were full-time students. The University employs about 434 faculty. Greeley is located 50 miles north of Denver, 50 miles east of Rocky Mountain National Park, and has a population of 65,000.

This position is contingent on funding from the Colorado State Legislature, approval by the Board of Trustees, and subject to the policies and regulations of the University of Northern Colorado. Qualified women, minorities, veterans, and disabled persons are encouraged to apply.

CHIEF

ILLINOIS STATE WATER SURVEY

Nominations and applications are invited for the position of Chef of the lilinois State Water Survey, a Division of the Department of Energy & Neural Resources and an affliated agency of the University of Illinois at Urbers-Chempagn. The Survey is Illinois' primery agency for bealt and applied research in water and atmosphario resources and has an annual budget of \$1.5 million. The Chief has administrative responsibility for approximately 250 scientists, angineers, and support staff. The Chief must interact with representatives of agencies at all levels of state and federal government. Qualifications: A Ph.D. or research equivalent experience, and demonstrated management and leadership skills in scientific research. Minimum selary: \$80,000. To ensure full consideration, send letter of application, resume, publication record, and names of five references by March 31. 1992, to the addresse below. Interviews will begin in Mey 1992.

V. C. Bowersox, Chairperson Search Committee for the Chief Illinois State Water Survey P. O. Box 2444 © Chempaign, IL 61825-2444 Tel. (217) 333-2210

EXECUTIVE VICE PRESIDENT, Academic and **Student Affairs**

NULLETIN BOARD: Positions available

Cuyahoga Community College District, a North Central Association accredited, urban multi-campus community college, invites nominations and applications for the position of Executive Vice President, Academic and Student Affairs. The position when President is the College's chief academic affairs. Ine position of Executive Vice President is the College's chief academic officer and will take a leading and innovative role in implementing the College's academic strategy in the

decause of the 1990 s.

The successful candidate will be responsible for guiding the College's academic mission and will focus on the implementation and evaluation of academic strategies in traditional transfer education, student development, advanced engineering lechnologies, television/cable instruction and economic development programming. This position provides high-level support for, and reports to, the College President, while serving as the key executive staff person for line academic management and management support to the academic committee of the Board of Trustees.

of trustees.

Cuyahoga Community College is a League of Innovation school and Ohio's largest public community college. This urban multi-unit community college district has public community college. This urban multi-unit community college district has campuses in Parma/Parma Heights, Highland Hills and downtown Cleveland. Each campus has modern, state-of-the-art facilities and equipment and provides credit and non-credit educational programming for more than 40,000 students enrolled annually in credit classes, in addition to more than 18,000 students are clearly in credit classes. enrolled in continuing education and training programs. The College district offers sludents more than 60 career programs in health care, business, engineering and public service technologies and more than 30 arts and sciences programs for

Minimum qualifications for the position include an earned doctorate degree, a demonstrated commitment to the comprehensive community college philosophy, five years of progressively responsible academic management experience and sensitivity a socially and ethnically diverse community. The College offers a ompetitive salary with excellent benefits.

Candidates wishing to be considered should submit a detailed letter of interest outlining their educational philosophy and commitment, a current resume high-lighting achievements related to criteria noted above and the names of at least ree individuals with whom the candidate has worked. All professional references should be provided to:

Dr. Frank William Reis Executive Vice President,
Human Resources & Administration
Cuyahoga Community College
700 Carnegle Avenue, Dept: CHE Cleveland, Ohio 44115

The screening committee will begin to review resumes by Friday, March 13th, 1992. An appointment to the position will be made on or before July 1st, 1992. We are an Alfirmative Action/Equal Opportunity Institution.



NORTHLAND POSITION OPENING VICE PRESIDENT FO

LCOLLEGE LCOLLEGE

VICE PRESIDENT FOR

Southand Pioneer College, a public, multi-campus comprehensive commu-ty foliage, lavies applications and nominations for the position of Vice fisalent for Instructional Services, who reports to the President and has esponsibility for the overall planning, implementation and evaluation of the origes instructional programs and services.

wages instructional programs and services.

Sizental Qualifications

Sizental Qualifications

Sizental Qualifications

Sizental Qualifications

Sizental doctorate from a regionally accredited college or university

Sizental community college teaching experience

Fixe years' administrative experience at or above Dean level; rural community college experience desirable; Associate degree preferred

Sizellent consensus building; communications & interpersonal skills

Knowledgeable about curriculum development & the teaching/learning process; commitment to outreach, constituent need & student success

Ability to establish working partnerships with other agencies and institutions

Desire to create an environment that supports creativity and innovation

Future-oriented, able to plan & respond to enterging needs of district

Appears who listens & applies fairness & integrity to all decisions

Detailed resume
 Detailed resume
 Statement of administrative philosophy
 Names, addresses, and telephone numbers of five references (references will be contacted only for finalists)

Anne Abbey, Administrative Assistant to the President Navajo County Community College District P. O. Box 610, Hulbrook, AZ 86025: (602) 524-1993

Navajo Community Cullege District is a nun-discriminatory institution.

All application materials become property of the college and will not be etained. Salary is mid-50's plus generous benefits package. Starting date is on o before kily 1, 1992.

mainrety a 10 month Hve-in position revides leadly lying quarters, meals, to 10,993-1,153 a month. Qualifications: to 19,935-1,153 a month. Qualifications: to personal district of the late of 19,935-1,153 a month. Qualifications: to personal district of the late work experience and takene hells. Effective date: July 27, 19,000 pipe to NASPA, ACPA, and Osthick pipe to NASPA, ACPA, and Osthick of the late of application and resumed districts of the late of the l

nd application materials by March 13, 1992, to:

INSTRUCTIONAL SERVICES

University of Phoenix

Phoenix, Arizona

Vice President For Academic Affairs

INSTITUTION

Founded in 1976 in Phoenix, Arizona, as a for-profit higher education institution solely for working adult students, the University of Phoenix currently enrolls over 13,000 adults in undergraduate and graduate programs in business, management, nursing, education, and counseling. The University employs over 2500 faculty and staff and has 22 campuses and learning centers in Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah, and the Commonwealth of Puerto Rico, as well as its ONLINE (computer-based) and ACCESS (teleconferencing) educational delivery systems.

DESCRIPTION OF POSITION

The new position of Vice President for Academic Affairs will be the chief academic officer of the University reporting to the President, and will be responsible for all academic operations and programs neluding: academic staff, faculty, curriculum, program development and innovation, utilization of data from the University's Adult Learning Outcomes Assessment Project, and budgetting at all sites at which the University provides educational programs and services. The Vice President for Academic Affairs will work closely with the University's Board and Senior Faculty in directing academic growth and ensuring academic quality in all educational products and services.

SUCCESSFUL CANDIDATE

The successful candidate will possess an earned doctorate or terminal degree; demonstrate professional experience in both academe and business and industry, and be able to competently and effectively balance the demands of operating a private institution while both maintaining and improving academic quality. She\He must evidence the ability to think, write and communicate clearly and effectively; possess a strong commitment to educational innovation and change, and have the ability to work in a non-traditional institution which is a leader in innovative education for working adults. Salary is commensurate with education and professional experience. The University provides an excellent benefits and profit sharing program.

Qualified individuals should submit a letter explaining their interest in the position, a curriculum vitae, and the names of references who can attest to their personal and professional qualifications to:

> William H. Gibbs University of Phoenix 4615 East Elwood Street P.O. Box 52069 Phoenix, AZ 85072-2069

The University of Phoenix is an Equal Opportunity Employer.

NORTHERN VIRGINIA COMMUNITY COLLEGE

Provost

Northern Virginia Community College is sosking candidates for the position of Provest of its Alexandria Campus, one of five campuses of the college. The provest serves as the instructional leader and administrative head of the campus and reports directly to the president of the multi-campus college.

Northern Virginia Community College serves the Virginia portion of the Washington, D.C. metropolitan area. The Alexandria Campus serves a credit enrollment of approximately 11,000 students and serves approximately 21,000 persons in non-credit community service and public service activities.

Minimum qualifications include an narned dectorate and Minimum qualifications include an named doctorate and significant community college experience in leadership positions. The last date by which applications will be received is March 2, 1992. The position will be filled effective july 1, 1992. Please submit application information to: Dr. Richard J. Ernst, President, Northern Virginia Community College, 4001 Wakefield Chapel Road, Amandale, Virginia 22003. EOE/AA.

gages in extensive student contact in the areas of community development, conflict resolution, contacting, crists management, and academic advisions; supports, promotes, and presents diversified educational programmings actively promotes diversified educational programmings; serves as an advisor to student groups; selects, trains, development and administration of administration of administration of administration of suddent and program budget; serves on education and administration of suddent and management and administration of suddent and final program budget; serves on outsident loud program budget; serves on suddent program budget; serves on distinct and selfils in obstrations including abilities and selfils in the areas of staff ardining and supervisor and suddents, reasonable for administration of students and Resident Assistant in the areas of staff ardining and supervisor and suddents, reasonable for administration of students and Resident Assistant in the areas of staff ardining and supervisor and suddents, reasonable for administration of students and Resident Assistant in the areas of staff ardining and supervisor and suddents, reasonable for a management, and coordinates. Residence for the supervisor and suddents are reasonable for a management, and coordinates, reasonable for management, and coordinates, and comments and confidence for continuous and suddents, reasonable for management, and coordinates, reasonable for management, and coordinates, and confidence for continuous and suddents, reasonable for management, and coordinates, and comments and confidence for continuous and confidence for continuous and confidence for continuous and confidence for continuo Residence Life: Community Development of Coordinator. Come and join the Student Housing Department at University of Callfornia, Davis in creating positive, multicular communities within the residence halls. This ten-month, live-in position works directly with the residents and helps to facilitate students personal and academic success. This position promotes the development of residential communities: en

EXECUTIVE SECRETARY Alumni Corporation Board of Directors and Director of Alumni Affairs

Colgate University is seeking an energetic, goal-oriented leader to oversee the University's seaternal relations program with alumni. I his person reports to the University's Vice President of Alumni Affairs, Communications and Development and the officers and members of the Board of Directors of the Colgate University Alumni Corporation. An important responsibility is staffing this Board of Directors. He or she also plans and coordinates alumni activities and events on and officer gatherings. Also involved as lisison with the offices of Development, Communiculion, Atimissions, and Career Placement: pronoution of class activities and support for various class organizations; supervision of the staff of the Alumni Affairs Office; and work with various student groups. This person is a member of the Vice Fresident's Sentor Executive Staff and plays a leadership role in the University's Division of Alumni Affairs, Communications and Development.

The successful condidate must demonstrate commitment to the ideals of the University and have a record of professional success. Strong Interpersonal, managerial, and organizational skills are required. He or she must be an effective molivator and have execulent written and oral communication skills. A Bachelor's Degree with five years' or more experience in education, sales, or management is required.

Ronald A. Joyce Vice President for Alumni Affairs, Communications and Develops 13 Oak Drive Colgate University tiamition, NY 15346

The position remains open until filled. Candidate records screening will begin immediately.

An Equal Opportunity, Affirmative Action Employer.

Submit letter of application and résumé to:



gillLETIN BOARD: Positions available

URSULINE COLLEGE

VICE PRESIDENT

FOR ACADEMIC AFFAIRS

Unuline College invites nominations and applications for the position of Vice President for Academic Affairs. The Vice President is the chief exademic officer of the College, is a member of the President's Staff, and is directly responsible to the President.

tad is directly responsible to the President.

It all is directly responsible to the President.

It willine College, founded in 1871 by the Ursuline Nuns of Cleveland,
It willine College, founded in 1871 by the Ursuline Nuns of Cleveland,
It was a cannot be computed in the college supports the content of Cleveland, Ohio. Serving both traditional and non-traditional students, Ursuline College supports three products of the concentrations organized in six academic divisions: Fine and Applied Arts and Sciences,
It was a concentrations or a concentration or a college in the college in the college in the college is the college in the college in the college in the college in the college is the college in the college in

students of which 96% are women. The College is financially sound. The Vice President administers the graduate and undergraduate programs, and academic support activities. The Academic Vice President will be expected to assist laculty in the strategic management of undergraduate curriculum review and revision in light of the revised core curriculum, to continue development of an academic assessment program, and to represent the academic achievements of the college to external constituencies.

College to external constituenties.

The successful candidate must have distinguished credentials as an undergraduate teacher and a scholar; an earned doctorate or its squivalent; demonetrated commitment to Catholic liberal arts higher education for women; and successful executive administrative experience. Strong, creative academic leadership is necessary for working with a dedicated, talented faculty and administration. Salary and ben-

Abiter of application, a current résumé, a statement of one's educa-tions and administrative philosophy, as well as letters from three rérences must be submitted before March 1, 1992. The position is to be filled by May 1st, with a starting date of July 1, 1992.

Chairperson of the Search Committee
Office of the President
Ursuline College
2550 Lander Road

Pepper Pike, Ohio 44124

Ursuline College, an equal opportunity employer, encourages applications from women and minority candidates.

ST. SCHOLASTICA

VICE PRESIDENT FOR

INSTITUTIONAL ADVANCEMENT

The College of St. Scholastica, a conducational Renedictine Liberal Arts College seeks a leader for a comprehensive institutional advancement program. The current staff includes 10 professionals and 5 support personnel who collectively attracted \$2.7 million in gitts and grants during the most meet live learn.

The College has nearly doubled its enrollment to approximately 2000 in the past 10 years. The student body has grown high in numbers of traditional students and in its ability to serve non-traditional students as well. Its fiscal stability is reflected in 18 consecutive balanced landgets and a prowing

The person selected will have strong leadership skills and the capable of focusing and managing an integrated effort which involves not only staff but will bring to bear the energies of Trustees and other volunteers from the

Curent challenges include the completion of a major campaign and reignit-ng the annual giving program. The Vice President is responsible for major this both alone and in cooperation with the President, Trustees, and volun-

The Vice President must have top oral and written communication skills. He

she will bring a history of progressively more responsible positions in college advancement work. The Vice President is a member of the President's administrative team, and also staffs the Board of Trustees' development com-

Compensation will be competitive and will reflect the background and expendence of the person selected. Please send a current resumé, a letter of interest, and references to Ms. Judy Norstrud, Director of Personnel, College of St. Scholastica, 1200 Kenwood Avenue, Duluth, MN 55811. Applications will be accepted until the position is filled. AA/EOE.

Duluth, Minnesota, located on the shore of Lake Superior, serves as a regional medical and retail center and is located in one of the midwest's most

Please send all materials to:

recent fiscal year.



VICE PRESIDENT ACADEMIC AFFAIRS

California State Polytechine Dinservity, Francia, insides applications and formulations for the pication of Vice President for Scarlenia Atlans. Cal Poly Pomorta, a public university is one of 20 campines in The California State University. This campines is boated approvintably 40 miles cast of dosintown The Any because of part of one of the most dynamic geometric and cultural regions in the country. The university is finited for its vertical and historic lasticistics are finitely in the country. The university is finited for its vertical and historic lasticistics in the country of the winder rate has certain magnatic W. E. Kellogi, Landau regelimpus, one the winder ranch of cereal magnate W. F. Kellong, botaled within an brain's drive of beaches, it contains, and the desert. Within a 20 mile radius of the moreority is a multi-ethnic population of nearly. All million propile. Call Foly Froncina has a rapidly grossing student population, currently at 19,000 (143,600) (148 and apparentially 58) orthine immortiest Students are circled in 55 bac abareste and 16 master's regree programs with apparentially 900 full time and part-time laculty. During the 1900-91 or ademic year, the omicersity conferred 2,861 by bolar's and 201 master's degree. The university confinites by diversitying its facility and staff and bas made with other almost explict one of its highest programs. has made educational equity one of its highest priorities.

The Position
The Position
The Vice President for Academic Altaux is responsible for providing leaders. The Vire President for Academic Attans is responsible for providing tender-ship and management for all metro fortal arriva ademic support areas of the emocraty. As the university's client a ademic officer, the Vire President fosters academic quality, a non-costy-invironment conductive tyriollegistry, diserse views and open discussion, and an appreciation and respect to edine; cultural, and social discussiy.

One of four senior ever noise officers, the Vice President for Academic Analy-One of four senon ests after others, the Vice President for Academic Attaus reports three By to and works closely with the President and serve, as that east three others in the President steries. Reporting to the Vice President int Academic Attaus are the deans of the Colleges of Agriculture, Arts, histories Administration, Engineering, Tromannental Design, and Science, also desire of the Schools of Libiration and Elizabeth and Estamant Manuelland desire of the Schools of Libiration and Elizabeth and Estamant Manuelland from a treat, and the Associate Vice Presidents for Academic Albairs, for Academic Programs, and Jor Laculty Adams. Academic Albairs, lor Academic Programs, the Office of Academic Programs, the Office of Academic Represental Designation, the Institutional Technology Center (which includes Distance Learning), the Institutional Technology Center (which includes Distance Learning), the Institutional Center, and the Institute in Regenerative Studies, Dutles and Responsibilities.

Duties and Responsibilities. The Vice President of the President President for Academic Affairs is responsible for planning, organizing, and administering the university's academic programs. The Vice President oversees the development and implementation of pollous affecting the academic programs, directs the periodic evaluation of these programs, and consider market and or the Vice President directs the recontinuent and selection of all academic programs, in the vice President directs the recontinuent and selection of all academic personnel; promotes attenuative action efforts to diversify the faculty and staff, reverses and recommends artificial in a continuous programs. makes attributed action eithors to diversity the faculty and staff, reviews and recommends artion on appointment, retention, tenure and promotion of faculty; and oversees all other faculty personnel matters. The Vire Pesident series as a member of the President's Cabinet in the overall planning and management of campus affairs; consults with the Academic Senate and other campus constituencies; promotes reducational equity efforts among all as adenic units; participates in the development and fund-raising activities of the inversity; and carries out other duties as assigned by the President.

Qualifications Cardidates for the position must hold an earned doctorate or other terminal Caramates to the position must hold are carried disturate or other ferronal degree from an accredited institution; demonstrate a successful record archievement in teaching, research, and scholarship; and quality for appointment as a fulf professor in an accelerum department. Candidates also must demonstrate successful experience as an accelerum, administrator in higher education, including at least three years in a position at or above the level of dem. All candidates will be judged on the ability to provide effective leadership within the context of a decentralized muste of administration, involving the consultation with a number of assistance in a fluoring state fall in sing warm me context or a decembrated mode of administration, involving the consultation with campus constituencies, and un demonstrated skill in developing good working relations with people from diverse trackgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning and evaluation, successful experience with resource planning and allocation, experience and potential as an effective campus spokesperson, and ability to write and speak offer tively. It is essential the all candidates demonstrate their ability to be responsive to the educational equity goals of the university and its increasingly diverse eibnic, cultural, and international character. al, and international character.

Appointment Date
The university seeks to fill this position by August 1, 1992, but is willing to negotiate a later date as appropriate.

Compensation
Starting salary will be competitive and commensurate with qualifications and experience. The position includes a broad, attractive benefits package. ninations and Applications

Nominations and applications should be addressed to: Acatemic Vice President Search Committee c/o Dr. Bob H. Suzuki, President California State Polytechnic University 3801 West Temple Avenue Pomuna, California 91768-4020

Nominees for the position will be invited to apply. All candidates must submit a complete formal application, which will consist of the following: a latter of interest, including a statement of how the candidate satisfies the position qualifications listed above; b) a current current current value; c) the names, titles, addresses, and telephone numbers of two colleagues who can provide current assessments of the candidate's qualifications for the position. Finalists for the position should be prepared to provide three letters of reference upon request. Review of completed applications will hegin on March 16, 1992 and will continue until the position is titled.

California State Polylechnic University. Pomona is an Equal Opportunity, Affirmative Action Employer. The university hires only Individuals lawfully authorized to work in the United States.

Residence Life: University of Illinois at Urhana-Chammaign. Resident Director. Inhana-Chammaign. Resident Chair University of Marker's in Student Personnel or related field preferred; one year of teshence hall expenience required. Splary: Starting \$15,000/ten months with carned Bashew's. Furnished apartment and mesly, health. High perferred; one course cach senester. Position hegies July 21, 1992. Summer 1993 engioyment awallable. Application Deadline: April 10. 1992. Interviews scheduled in advance for ACPA, NASPA, and Oshkosh upon receipt of full credentials. Send lettor of application, résumé, official scalentic transcrigis, and three letters of recommendation to Susan Crames, Assistant Director of Housing, 300 Clark Hall, 1203 South Fourth Street. Cirampsign, Elinois 61820. AA/EOE.

Residence Life: The University of Northern Colorado has soveral Graduate Assistant Hall Director positions. Responsible for total residence hall program metuding supervision of Resident Assistants, oversee hall.

Residence Life: The University of Northern Colorado has soveral Graduate Assistant Hall Director positions. Responsible for total residence hall program metuding supervision of Resident Assistants, oversee hall program metuding supervision requires Ranchelor's degree in Educulion, Psychology, Business, Husting the program of the Program Supervision of Resident Assistants, oversee hall program metuding supervision requires Ranchelor's degree in Educulion. Psychology, Business, Husting Program Supervision of Resident Assistants, oversee hall program metuding supervision requires Ranchelor's degree in Educulion



Vice President for **Academic Affairs** DOANE COLLEGE

Doane College seeks nominations and applications for the position of Vice President for Academic Affairs/Academic Dean, the chief academic officer of the college, reporting to the President. The Vice President is responsible for the academic programs, securing and developing faculty and support staff, creating academic budgets, initiating special academic programs and providing

Donne College, Nebraha'a oblest independent college, enjoys a national reputation for excellence in undergraduate education. The successful candidate must have a clear vision of distinctive undergraduate education and be able to articulate that vision in the context of Doane and be able to move a Long Range

Candidates should understand why other colleges are "emerging" as distinctive institutions. Candidates should understand great teaching and effective learning through fibers; and pre-professional programs, traditional and non-traditional education, and independent, church-related education. A terminal degree and full-time undergraduate teaching experience are required.

The college hopes to fill the position by July 1, 1992. The salary is competitive

Doane College is located in Crete, Nebraska, part of the Lincoln metro area, and serves 720 residential and 600 non-traditional students. Doane enjoys a \$25 million endowment and a long history of balanced budgets. In 1987, U.S. News and World Report identified the college as noteworthy among small, liberal arts colleges in the Midwest and West.

Submit non-instigns and applications to

Fred D. Brown President Doane College 1014 Boswell Avenu Crete, Nebraska 68333

Applications must include (1) letter from the candidate (two pages), (2) vita, (3) concise work sample (relevant work accomplished by the candidate, e.g. prespectus, proposal, analysis, plan or speech).

AA/EOE

VICE PRESIDENT FOR **EXTERNAL RELATIONS**

The University of Minnesota invites applications and nominations for the position of Vice President for External Relations.

The Vice President for External Relations reports to the President and is a member of the President's Cabinet. The Vice President's responsibilities include state and federal governmental affairs, development, alumni relations, and public relations.

Camidates for the position must, at a minimum, have a baccalaurent degree and three years of administrative experience; however, the University expects that the most qualified candidates will have an advanced degree, professional experience in areas with the responsibility of the Vice President, experience in higher citeation, strong evidence of leadership ability in a complex management position, and a demonstrated commitment to affirmative action and equal opportunity.

The review of nominations and applications will begin immediately. To be considered, applications, consisting of a letter expressing interest, vita, and the names, addresses, and telephone numbers of three references should be received no later than March 1, 1992. Nominations and applications should be addressed to:

Chair, Search Committee for the Vice President for External Relations University of Minnesota, College of Education 104 Burton Itali 178 Pilisbury Drive S.E. Minuespolis, MN 55455

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

States). Send letter of application, résumé and references to Resident Director Search Committee c'o Gardiner Tucker, Residential Lifa, Piymouth State College, Piymouth, New Hampshire 03564, Deadline: April 1, 1992, PSC is an AA/EEO employer, and actively seeks women and minority candidates.

Residence Life: Area Coordinator. Responsible for the residence life administrative uspects for residence balls housing 1,200 students. Duties include selection, training, and supervision of hell directors and resident assaisants, Eschitating student development and community through residence of paging and supervision of hell directors and resident assaisants, Eschitating student development and community through residence of the formation of the control of

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poment and community through residence hall programming, administrative responsibilities for operations, and co-teaching residence advisor course. Requires master's degree with experience in readlence hall programming gradfor administration. Rangument locates compressive salary plus appartment and meal plan. Applications systemic instant programming mador administration. Rangument in the position of Associate Director for Assessment in programming mador administration. Rangument with its National Science Foundation Systemic instant project will improve the teaching and learning of malatematics and action center from the position of Associate Director for Assessment with its National Science Foundation Systemic instant project will improve the teaching and learning of malatematics and actions of the control of the position of Associate Director for Assessment with the National Science from the position of Assessment with the National Science from the position of Assessment with the National Science from the position of Assessment with the National Science from the position of Assessment with the National Science from the position of Assessment with the National Science from the position of Assessment with the National Science from the position of Assessment with the Project Change in California quality undergraduate and graduate instruction and advising, developing and managing research projects leading to publications in peer reviewed professional journals and delivers and propositional commands and delivers of the positional commands and delivers of the project of the Assessment with the project. Assessment with the project in the part of the project in the part of

with the cooperative agreement with the National Science Foundation. Minimum qualifications include a master's degree with a doctorate preferred. Familiarity with current issues in mathematics and science education, integrated multimental sand science education, integrated multimental sand science education, integrated multimental sand science active and science a seasment is required. Salary will be commensurate with credentials and experience, interested individuals should submit a cover letter identifying specifically the match between their skills and experiences and the requirements of this position. A current resume with at least five references should be enclosed. Closing dute for applications is February 15, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, Initiative, 435 South Chappile, February 15, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, February 15, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, February 15, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, February 15, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, 1992, or until position in Stephenson of Vermont, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, 1992, or until position is filed. Dr. Katherine Pedersen, NSF Systemic Initiative, 435 South Chappile, 1992, or until position in Stephenson in Associate or Full Professor level, Application of Vermont, 1992, or until position in the Advance of Vermont, 1992, or until position in the Advance of Vermont, 1992, or until position in the Advance of Vermont, 1992, or until position in the Vermont of No. Applications of Vermont, 1992, or until position in the Vermont of No. Applications from minority and vermont of No. Applications from minority and vermont of No. Applications of Vermont, 1992, or until position in the Vermont of No. Applications of Vermont of No. Applications from minority of Vermont, 1992, or until position in the Vermont of No. Applications from minority of Vermont, 1992, or until position of Vermont of No.

California State University, Hayward ASSOCIATE VICE PRESIDENT, ADMISSIONS AND ENROLLMENT SERVICES

THE POSITION

THE POSITION
The Associate Vice President is responsible for planning and direction separate units associated with enrollment services: the Office of Admissions and Records, the Office of Relations with Schools; Student Affactive Action; and Student Academic Services which includes the learning Resource Center and Educational Opportunity Programs. Approving 1990 staff members are assigned. The Associate Vice President position the Provost and Vice President for Academic Atlairs and maintains, the Provost and Vice President for Academic Atlairs and maintains, in liaison with the School Deans, the Associate Vice President for Academic Programs. The Associate Vice President for Student Services. The Associate Vice President for Student Services. The Associate Vice President for Student Services. The Associate Vice President for Student Services and the Community college and secondary school districts in the Alameda articontra Costa Counties. The Associate Vice President is expected on an tain a leadership role in the development and use of enrollment management strategies for university planning and budgetary purposes QUALIFICATIONS QUALIFICATIONS

(1) Minimal level of education is a Master's Degree and at least 5 years: responsible experience in an office of admissions and enrollment sense or a university office of comparable complexity. (2) Ability to supervise a complex office, stay abreast of rapid charges and adapt a large organization to those changes; experience with mobiling new data bases and applications is desirable.

(3) Interest in and experience with a diverse student population

(4) Understanding of the role of admission and enrollment for effective planning for the University's future. THE UNIVERSITY

THE UNIVERSITY
California State University, Hayward is a comprehensive, regional university committed to excellence in teaching and research and to meeting the responsibilities of a public institution in a large metropolitan and Located in the San Francisco Bay Area, CSUH serves one of the moticulturally diverse populations in the nation and seeks to enhance the multicultural character of the campus. The University contains loar schools (Arts, Letters and Social Sciences; Business and Economics; Education; and Science) and the division of Extended Education, CSUH has an enrollment of 13,000; 43% are minority students. The University enploys over six hundred full-time and part-time faculty and 850 staff the faculty is represented by the Colifornia Faculty Association in collective bargaining. The University offers a full complement of undergraduale majors and 23 graduate programs at the Master's level.

CSUH is an Affirmative Action, Equal Opportunity Employer.

NOMINATIONS AND APPLICATIONS

NOMINATIONS AND APPLICATIONS

The appointment is to be effective July 1, 1992. Screening is especial to begin February 15, 1992. Applications should include a letter, resume, and the names of three references.

Please address nominations and applications to

Chair. Search Committee for the Associate Vice President.
Admissions and Enrollment Services
Office of the Provost and Vice President, Academic Alfairs
California State University, Hayward
Hayward, CA 94542-3007

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

VICE-PRESIDENT FOR BUSINESS SERVICES Cedar Valley College, Dallas, Texas

Cedar Valley College, one of the seven member colleges of the Dallas County Community College District, is seeking qualified candidates for the position of Vice-President of Business Services, Cedar Valley is located in Lancater, TX, a southern sulturb of Dallas. Current enrollment is over 3,400 cedit and 4,000 non-credit sturients. Annual budget exceeds nine million dollars

and 4,000 non-credit sturients. Annual budget exceeds intermition rollars
The VPBS is responsible for the organization and administration of the local
and business affairs and for the administration of the non-instructional support services of the college. Specific duties will include financial planning
and projections, budget development and monitoring, and hiring and direct
ly supervising the non-instructional support services. Position will also had
direct responsibility for the college-wide institutional research and resource
development programs, focusing on applied research. Requirements are
master's degree in business or accounting, or bachelor's degree with equivlent experience; and live years of experience to include fund accounting
high level supervisory/management/burlgeting, and research/resource development experience; demonstrated supervisory and applied research skills.
excellent interpressonal and communications skills.

For consideration, forward a résumé lo Mrs. Pat Iones, Personnel Coordina-tor, Cerlar Valley Collège, 3030 N. Dallas Ave., Lancaster, TX 75134. Appli-cation deadline is February 28, 1992.

EEO/D/AA Employer

of related field (ABD okay) and two years of post-MSW experience required. The lutersity of Wisconsin System is required to release, within two days of a request attempt to the deadless. Within two days of a request attempt to the program and within a University that has high neademic standards. This is a few to the deadless of the control of the co the deadline for received until library to the program and within a University of the position will be dependent upon sulfacefions and experience of applicants. This is a second with the fact, Actina Chairman, Depurations of their references to Profe soor Panical of Sacial Work, University of Wisconsin Grown will be received until library it, 1992. Social work chairman, Depurations from women and ethnic miscons, Applications from women and ethnic miscons, Applications will be received until library it, 1992. Social work indiana State University of Social Work indiana State University in Indiana State University of Social Work indiana State University in Indiana State University of Social Work indiana State University

UNIVERSITY OF MAINE SYSTEM

PRESIDENT

UNIVERSITY OF MAINE AT MACHIAS

The Presidential Search Committee, established by the Board of Trustees of the University of Maine System, Invites nominations and applications for the pushtion of President of the University of Maine at Machias.

the pushtion of President of the University of Maine at Machias.

The University of Maine at Machias is the easterminost campus in the United States. The Town of Machias is the county seat, and the University is the cultural and intellectual center of this rural area. The student body is comprised of 1,000 undergraduates of diverse age and background coming from the downeast region and other states and countries. Characterized by a personal approach to education, the University of Maine at Machias uffers a variety of programs in aris and sciences, business and education. All aspects of the University's life, mission, and programs are greatly influenced by the natural resources of the area.

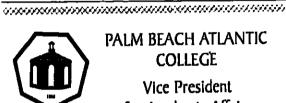
The President is the chief academic and administrative officer of the campus, responsible for all aspects of its operation. The President reports directly to the Chancellor of the System and serves, along with the presidents of the other six campuses, as a member of the President's Council.

Qualifications for this position include a proven record of scholarship and academic leadership, ductorate preferred; successful administrative experience; a commitment to a regional undergraduate University environment; and an understanding of relationships within a System of public higher

The formal review of candidates will begin mid-February, 1992. Nominations and expressions of interest should be submitted to.

Mr. Ralph Hodglins
Chalrman of the Search Committee and Member of the Issard of Trustees
University of Maine System
107 Maine Avenue
Bangor, Maine 0400

The University of Maine System is an Equal Opportunity,
Affirmative Action Employer



PALM BEACH ATLANTIC COLLEGE

Vice President for Academic Affairs

Applications and nominations are invited for the position of Vice President for Academic Affairs of Palm Beach Attentio College. Candidates should be exparienced academic leaders who will serve as strong advocates for the academic program both within the college community and various external constituencies individuals must possess a doctorate in an appropriate academic discipline, be proven scholars with significant academic credentials, have substantial experience in college or university administration, have a record of dysamic leadership, have a strong personal Christian faith commitment. Preference will be given to candidates who demonstrate an appreciation for a privately supported college in the Baptist tradition; successful teaching, research and publication; and initiative in developing and promoting new educational programs. The Vice President for Academic Affairs are the academic division chairpersons, registrer, (fibrarian, and other academic administrative officers.

The position is avaliable June 1, 1982. The application deadline is March 1, 1992. Paim Boach Atlantic College is a comprehensive liberal arts college of 1,500 students located on the intracoastal waterway in downtown West Paim Beach, Fiorida.

Carey C. Newman Chair, Screening Committee Paim Beach Atlantic College P. O. Box 24708 Wast Paim Beach, FL 33416-4708

ruary 15, 1992, continuing until position is filled. Women and minorities are especially encouraged to apply. AA/EOE.

Sociology: instructor. Located is suburban Kansas City, Johnson County Community College, with an enrollment of over 15,000 students each samester, anticipates a full-time regular, entry tevel 9-month technia position to begin August 1992. Instruct basic courses in sociology, including the instruductory course, social problema, manifage and family. Normal teaching load of two sections a semester. Master's dearred in

Sociology: instructor. Located in auburban Kannas City, Johnson County Community. College, with an enrollement of over 15,000 students each semester, anticipates a full-ulme regular, entry level 9-mouth teaching position to begin August 1992. Instruct besic courses in sociology, including the instructional section of the section of th

sistent of a communication of communication of application, and selection of application of properties of application of application of properties of application of app

VICE PRESIDENT FOR DEVELOPMENT

THE UNIVERSITY

Transylvania is a private liberal arts college in Lexington. Kentucky, with an enrollment of 1,000. Founded in 1780, the University enjoys a long and distinguished history. For the past four years, U.S. News & World Report has ranked Transylvania as one of the top five regional liberal arts colleges in the South. With an endowment of almost \$50 million, Transylvania has recently completed a major fuck. drive, surpassing its goal of \$25 million.

THE POSITION

The vice president for development will report directly to the president and will manage, design, and implement a comprehensive development program. He/she will oversee the organization and management of a capital campaign and will identify, cultivate, and solicit major gifts from individuals, corporations, and foundations. Extensive travel is required. Salary is commensurate with qualifica tions and experience. Starting date is July 1, 1992.

QUALIFICATIONS

The successful candidate will have five or more years of fund-raising experience, preferably for a liberal case college. A demonstrated track record of achievement in gift solicitation and superior writing and speaking skills are required. Management experience in fund-raising campaigns and a working knowledge of tax laws affecting charitable giving are highly desirable. A dedication to the University and an enthusiasm for hard work and long hours are essential. Academic requirements include a bachelor's degree, with a master's degree preferred.

APPLICATION

Nominations and applications, with a resume and names of three professional references, should be sent by March 16 to:

> President Charles L Shearer Transylvania University 300 North Broadway Lexington, KY 40508-1797

TRANSYLVANIA

EXECUTIVE DIRECTOR COMMUNICATIONS

Milton Hershey School HERSHEY, PENNSYLVANIA

Mitton Hershey School, an Independent, cueducational boarding school for motivated children from low-income families with a K-12 enrollment of 1,150 students, invites applications to fit the position of Executive Director of Communications. This position is directly responsible to the Freateent and requires responsibility for like total communications mission, which includes teadership, supervision, and direction of all publications, public relations, television studio, marketing program, administors program, aluministors programs, and parent communications, publications, public relations, marketing/aministoris in a college, university, or independent school settling is required, as well as a flaster's degree in communications or chosely related area. Decunstrated proficiency and successes are also requisites. Excellent benefits, an atmosphere conductive to achievement and a competitive salary scale are offered. Mislon tieratey School is an aggressive of firmative action employer. Qualified applicants aboutd submit a letter of application and resums no later than Petruary 24, 1992 to: Charles K. Francis, Director, Human Resources, Milton Hershey School, Founders Hail, Hershey, PA 17053-0850.

Spanish: The Department of Modern Lau-guages has a tenure-track opening for a dy-namic assistant professor of Sponish. Doc-toreto and native or near-antive fluency in Spanish and English. Shauld be generalist with cappitude in methodology, both theo-retical and applied. Responsibilities insighte coordination and supervision of 1990-119 assistants, and may include teaching meth-odology and Spanish inaguage courses, and involvement in programs abroad. Evidence of superior searching acids. Sand current

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UNIVERSITY OF COLORADO

HEALTH SCIENCES CENTER

CHANCELLOR

The Chair of the Search Committee, Executive Vice President Theo, Volsky, jr., is seeking nominations and applications for the position of the Chancellor of the University of Colorado Health Sciences Center. The Health Sciences Center is one of four campuses of the public University and is located in Denver, Colorado, Located on the campus are the Schools of Medicine, Nursing, Dentistry, Pharmacy, Graduate Education, University Hospital, Colorado Psychlatric Hospital, as well as many regional centers and institutes. The campus has a total of 2.424 students and fellows that are located on campus and at affiliated institutions throughout the State. There are approximately 1,200 full-time faculty who are engaged in the education, research, patient care and community service missions of the campus. The budget for the campus, excluding University Hospital, is over \$200 million. Research and training grant and contract awards currenty total over \$80 million per year.

total over \$80 million per year.

The Chancellor is the chief academic and administrative officer for the campus and reports directly to the President of the University, which is governed by a nine member elected Board of Regents. The Chancellor also serves, by law, as the Chairperson of the Board of University Hospital which has been reorganized as a Hospital Authority. The Chancellor represents the Institution with external constituencies including affiliated hospitals, local and state elected officials, alumni, donors, community and business leaders, and others. The Chancellor serves as a member of the President's cabinet and represents the University in all matters related to health policy and the delivery of health services. Currently, those who report to the Chancellor include the Vice Chancellors, the five deans of the health sciences schools, the Superintendent of Colorado Psychiatric Hospitals, and various staff and directors of Internal agencies.

The University of Colorado is committed to equal employment opportunity and affirmative action. Qualified candidates must have academic credentials that are customary for this type of position and experience in a significant leadership position at an academic health center, large University, or comparable philanthropic organization.

Please submit nominations and applications to the Search Committee no later than March 1, 1992. All correspondence or requests for additional

Ms. Denise Brown Search Committee Staff University of Colorado Health Sciences Center 4200 E. Ninth Avenue, Box A095 Denver, Colorado 80262 (303) 270-7734

Superintendent

of Schools

JUNEAU, ALASKA

Energetic, dynamic professional sought for progressive, highly educated capital city. Pristine environment, outdoor opportunities unlimited; \$89,000+(DOE) and benefits. Qualify for an Alaska Type B Ad-

ministrative Certificate with a superintendent endorsement. Closing March 31, 1992. Job starts July 1,

1992. The Juneau School District is an Equal Opportu-

nity Employer. Submit letters of application to: Association of Alaska School Boards, 316 West 11th Street,

Juneau, Alaska 99801-1510; 907/586-1083.

total over \$80 million per year.

PRESIDENT

Mid-South Technical College Crittenden County, Arkansas

Applications and nominations are invited for the position of President, who is the Chief Executive Officer of the college and responsible directly to the Brand

Mid South is located in Eastern Arkanas 10 miles from Memphis. TN in a county serving 50,000 Delta residents. The physical plant was previously dedicated to votechnical education and sits on a 30 acre site. The mission of this newly eswhile he public college is to provide highly accessible and affordable educational opportunity and services, including university transfers and technical and lifelong learning programs that promote increased individual development and improve the overall quality of life in a multicultural community.

PROFILE

The success of a technical college is largely dependent upon the commitment, experience and shifty of the chief administrative officer in operating a comprehensive institution responsive to the needs of its service area. The local board seeks a person with the following minimum qualifications:

1. Commitment to the concept of a comprehensive technical college.

2. Experience with the comprehensive 2 yr. community or technical college.

3. An earned doctorate from a recognized university, (in unusual situations, at least five years of training and experience in a community college may be accepted in lieu of an earned doctorate.)

4. Experience with knowledge of the accrediation process.

- 4. Experience with knowledge of the accreditation process.

 5. Effective at working with various activities such as state and local governments, business/industry, local achool districts and the
- community at large.
 c. Ability to lead in a decision making process to foster a common sense of purpose throughout the college; evidence of leadership by participatory management.
 7. Documented evidence of flocal management skills, budgeting, facilities development and experience in administration or management with the ability to work with a policy making board.
 8. Demonstrated commitment to equal opportunity and affirmative action.

The local board shall consult with and have the advice of the Arkansas Board of Higher Education in the selection and employment of the president. Individuals with the above qualifications will receive preference.

APPLICATION PROCEDURE

- · A letter of application stating how the applicant meets each of the elements of the profile.
- · A current resume Names and telephone numbers of three current references.
 Applications must be postmarked no later than March 7, 1992 and malled to:

MID SOUTH TECHNICAL COLLEGE Presidential Search Committee P. O. Box 2067 West Memphis, AR 72303

It is expected that the new President will be selected and in place no later than

Compensation is competitive with other Technical and Community Colleges of comparable size in the region.

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PRESIDENT

LAKE SUPERIOR STATE UNIVERSITY

Sault Sainte Marie, Michigan

The Board of Regents of Loke Superior State University and its Presidential Search Committee invite nominations and expressions of interest for the position of president of the university.

for the position of president of the university. Lake Superior State is a small, public university with an emphasis on undergraduate teaching. It is located in the sconic Eastern Upper Peninsula of Michigan in a community of 15,000 on the border of Canada The campus is a blend of the historic and the new and additional construction continues under the campus master plan. The hilliop campus overlooks the famous Soo Locks and the sister city of Sault Sts. Maric, Ontario, with its population of approximately 84,000. The university, featurised in 1946 as a branch campus of Michigan Technological University became an independent institution in 1970, it is governed by an autonomous eight member Board, appointed by the Governor. The university, with a student head count coroliment of 3,503, has 119 FTE faculty and an operating budget of \$29,000,000. In addition to the main campus, the university operates three instructional centers in the region.

Because of its binational location, the university attracts a sizeable number of students from Canada. Lake Superior State has the largest student population of Native Americans in the State of Michigan.

in addition to its general education requirements, Loke Superior provides academic offerings at the undergraduate level in criminal justice, business, hiological and social sciences, engineering technology, nursing, and the arts and sciences. The master's degree in business administration continues its growth.

The university seeks an outstanding individual to provide strong, creative leadership to move this young, dynamic institution to its next state of development. The new president will be expected to assume office on

Nominations and expressions of interest, the review of which will begin in early March, should be sent to:

Dr. Alice R. McCarthy Chair, Presidential Scarch Committee Lake Superior State University Sault Ste. Marie, MI 49783

The Equal Employment Opportunity, Affirmative Action Employer.

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Special Educations Department of Special Education, Georgio State University, has an opening for an Assistant Professor with training and professional experience dealing with students with severe disabilities. Emphasis on orthogodic, medical, and sensory as well as intellectual disability. Capadidates should possess a Ph.D. in special education, two years' classroom teaching.



WALSH COLLEGE is searching for a new president

who, for the first time in its history, will not be a member of the religious order which founded the College! This creates an extraor-dinary opportunity for a dedicated Roman Catholic educator who is willing and able to build on the firm foundation established by the Brothers of Christian Instruction over the last third of a century.

Recently reaccredited for the next decade by the North Central Association, Walsh College is virtually debt-free. Though not with-out financial concerns shared by most independent liberal arts colleges, Walsh is a stable institution with a pattern of enrollment growth and new program development.

The president, of course, will have to have strong communication skills, fiscal competence, fund-raising capability, and a commit-ment to collegiality in decision-making, but these practical attrihutes must be halanced by vision, courage, compassion, spirituality, and sensitivity to gender issues. Walsh faculty and students have a right to that kind of feadership.

The College, a baccalaureate institution with some graduate programs, has a well-credentialed faculty of 110 members, a coeducational sturient body of 1536, of whom 44% are of non-traditional age. The president will be expected to have an earned terminal degree and, ideally, will have had experience in a private liberal arts college both as teacher and administrator.

Compensation will be competitive. Deadline for application: February 15, 1992. The new president will take office on July 1, 1992. He or she will be expected to lead the institution into the next

Applicants are invited to accompany their curriculum vitae with a letter explaining how they will meet the educational challenges of the 1990's, addressed to:

Brother Jerome Lessard, F.I.C. Chairman, Presidential Search Committee Walsh College 2020 Easton St. N.W. North Canton, Ohio 44720-3396

An Equal Opportunity, Affirmative Action Employer

Search for a Chancellor of North Carolina Central University DURHAM, NORTH CAROLINA

The Board of Trustees of North Carolina Central University seeks a qualified person for the position of Chancellor. The appointment will be effective July 1, 1992. The salary and fringe benefits are competitive regionally and nationally. North Carolina Central University is one of the sixteen constituent institutions of the University of North Carolina. It is a historically black, public, comprehensive institution whose five degree-granting units are the College of Aris and Sciences (Graduate and Undergraduate Divisions), the School of Business, the School of Lew, the School of Education, and the School of Library and Information Sciences. The University awards baccataureate and master's degrees and the first professional degree in law. It serves approximately 5,300 students on a 104-acre campus.

The Chancellor of North Carolina Central University is the chief administrative and executive head of the institution and is responsible for carrying out the policies of the University System's Board of Governors and the institution's Board of Trustess. Nominees for the position should hold an earned doctorate or appropriate terminal degree in an academic or a professional field and possess a demonstrated record of academic excellence and administrative experience.

Completed applications should be postmarked by February 15, 1992. Applications must be accompanied by a résumé and include the names of at least five references with their business addresses and telephone numbers. Letters of nomination and/or application should be addressed to:

Mr. Bert Collins, Chairman
c/o Dr. Patsy B. Perry, Executive Director
Search Committee for Chancellor
Post Office Box 1769
Durham, NC 27702-1769

References will be contacted after an initial screening of applications. AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Company of the state of the sta

and experience in funded projects. Salary commensurate with qualifications. Applicants should authorit letter of application, vite, transcript, letters of recommendation with human subjects, in-depth preparation in applied behavior analysis, formal

cants should submit letter of upplication. Applications in the control of the con

Mankato STATE UNIVERSITY

is searching for a new President

Founding in 1867, Mankato State University is a unique comprehensive public university, located 75 miles south of the Twin Cities metropolitan area in Minnesota, a state which is highly regarded for its commitment to excellence in higher education. Cosmopolitan in nature, Mankato State's faculty thombers arms from throughout the nation, and hold graduate degrees from 120 universities in 40 states. In addition, there are faculty members from various nations, and 549 international students, both undergraduate and graduate, from 70 countries. Total enrollment exceeds 10,000 students with 2,500 students enrolled at the graduate level.

The University is seeking an effective leader with the experience, each gy, and intellectual vision to challenge the university to advance its milmont to excellence.

commitment to excellence.

Prospective candidates must present evidence to demonstrate: experience at progressive levels of leadership; commitment to and demonstrated experience with shared governance; an understanding of complex budgets; previous involvement in policy development; leadership in edvencing the goals of affirmative action and equity in education and employment; an understanding of the relationship between the understanding and the larger community it serves; enthusiasm for and potential for resource devulopment; and strong interpersonal, writing, and public speaking skills.

An earned doctorate or other significant evidence of scholarship is re-puired and teaching experience is preferred.

Nominations for the position are encouraged. An applicant must submit a lotter of application; which addresses the applicant's knowledge, abilities, and accomplishments as they relate to qualifications described above; a current résumé; and the names, addresses, and hume and office telephone numbers of at least five references which include faculty, student, and community leaders. Letters of reference are NOT requested at this time.

A complete position description will be provided upon application or nomination. Roview of applications will begin on March 0, 1982. Appointment date is June. 1992 with service commencing on July 1, 1992 or as soon thereafter as possible. Applications, nominations, and inquiries should be addressed to:



Dr. Manuel Marlano Lópoz Associate Vice Chancellor for Acadomic Affairs Minnosote Siete University System 555 Park Street - Suite 230 St. Paul, MN 55103

The Minnesota State University System and Mankato State University are equal opportunity, affirmative ection institutions

PRESIDENT CALHOUN STATE **COMMUNITY COLLEGE**

Scarch Reopened

Applications are being accepted for the position of president of Calhoun State Community College, a comprehensive community college located in the Tennessee Valley region of north central Alabama at Decatur. The College offers 67 associate degree programs and 46 career/certificate programs. It serves approximately 8,000 students and employs 295 full-time employees.

Master's degree is required. Preference will be given to candidates who hold an earned dectorate from an accredited institution in addition to possessing senior leadership experience in higher education at the community college level.

Compensation is \$65,070 to \$79,598, dependent upon qualifications and experience, in addition to an excellent benefits package which includes housing and expense allowance.

To be considered for this position, an applicant must complete and submit an official Department of Postsecondary Education application form: a current résumé or curriculum vitae; names, addresses, and telephone numbers of at least five professional references who have knowledge of applicant's experience, management style, and leadership skills. Finalists will be required to submit additional information and transcripts. Application materials must be submitted to the address shown below on or before March 12, 1992, Applications postmarked after March 12, 1992, will not be accepted.

Dr. Fred Gainous, Chancellor Alabama Department of Postsecondary Education 401 Adams Avenue Monigomery, Alabams 36130-2130

Preliminary acreening of applications will be conducted by search committee. Selection process subject to Alabama Sunshine topen meetings) Law and Alabama statutes on disclosure of public records. Inquiries, nominations, and expressions of interest should be directed to Nelle Johnston, Personnel Coordinator, Department of Postsecondary Education, 401 Adams Ave., Montgomery, AL 36130-2130; (205) 242-2996, FAX (205) 242-2888. The Alabama Department of Postsecondary Education and John Co.

Speech: Speech and Theatre Department at Kutziowa University invites applications for a one year temporary, full-time position (Assistant Professor) to teach four Introductory Public Speakins classes during the 1992-1993 academic year. Ph.D. in Speech Communication: The Communication of the Communication of the Communication of the Communication of the Communication and personal statement of qualifications. Conditions permitting, the final conies of gruduate and undergraduate transcripts, and a personal statement of qualifications. Conditions permitting, the final candidate's transplaced to present a sample classroom session. Send materials to Roberta L. Crissoo, Search Committee. Department of Speech and Theatre, Kutztowa University, Kutztowa Pennsylvania 1993. All materials must be received no later than April 15, 1992. Kutztowa University is an Affirmative Action, Equal Opportunity Employer and actively solicits appli-

TLETIN BOARD: Positions available

President Rochester Institute of Technology

Table Rochester's industries have always been assistanced with a programs and progress.

Visitude is composed of nine colleges; applied science and technolouses; engineering; fine and applied arts; graphic arts and pliobass; engineering; fine and applied arts; graphic arts and pliobass; engineering; fine and applied arts; graphic arts and the National arts; which is the performance of the control of the cont

"agranded body consists of some 8,500 full-time and 3,000 part-time and 3,000 part-time singularity students, as well as 1,700 graduate students. Enrolled to the students are students and 63 foreign countries. Sixty-five permateul have undergraduates receive some form of financial aid; about the students are members of minority groups. nt fresident of RIT, the Board seeks in that individual the following

Administration to the academic values of the university, coupled with an investigation of the special potential and needs of technological educations academic credentials, including teaching and administrative

colored.

Inventification of the importance of student life activities and their conlongition of the importance of student life activities and their contension of successful student recruitment and retention, and a willingtension of the importance of these issues.

Lysience with and appreciation of shared governance, including a decompating style that welcomes broad consultation and collabora-tasis tampus groups; ability to create a shared vision for the future risense of cohesiveness on a large, diverse campus.

clasense of cohesiveness on a large, coverse campus.

-Craniment to fostering diversity in all forms. Particular understandud desiness as a culture, not a pathology, and commitment to the
the magnitude of the National Technical Institute for the Deaf into the
tyr RII campus. Fluency with or willingness to learn sign language. -fasonal qualities of integrity, resilience, courage, humor, gregarious-ь, acresibility, responsiveness, and respect for faculty, staff, and

cotions and nominations should be directed to: Colby Chandler, Chair Presidential Search Committee Rochester Institute of Technology 1 Lomb Memorial Drive Rochester, NY 14623-0887

izitations should include a current and complete resume and a significant discussing the candidate's qualifications in terms of the case listed above. The search committee will begin review of candidate are selected, and no candidate can be guaranteed full constant of the property of the second constant of the consta

If an EEC/AA Employer. The search is assisted by the Presidential indicates the Service of the Association of Governing Boards.

SUPERINTENDENT OF SCHOOLS PASCO, WASHINGTON

te haso School District in southeast Washington serving 7,000 students seeks stig cheation leadermanager and innovative, effective and cooperative educator trapplements of Schools. Located in the Washington Wine Country, Pasco has a skallear, mid-lingual student population. System recognized as one of finest tooldnice in the state. Experience in organizational development, implementing stated programs, and collaborative decision making, excellent oral and written consistence state and the ability to work cooperatively with diverse groups and housecessary. Experience in developing and trading bond and troy campalgns an insign. By linguid, Spanish-speaking candidates encouraged to apply.

instind; a doctomate in proferred. Comstangulation form is required. Review
speciations will begin February 18,
Fin review in a spalication packet,
Fin review in a spalication and with 10 Hustangulation for in the partition of 1900 per in the position of 1900 per in the position of Speech instruction of Speech instructio

stance in Pall 1992. We are seeking a same and the seeking problems of the programment of the seeking problems of the programment of the programme

Speech-Language Pathology: Assistant Professor of Speech-Language. San Diego State University anticipates a tenure track faculty roating beginning August 1992. A Ph.D. and CCC-SLP are required. According to the provision of the professor of Student Media: Coordinator and State University (Virgina Polytechnic Institute and Media Institute and State University (Virgina Polytechnic Instit

isonally encouraged to aprily. BOVAA.

Superintendent: Superintendent of Schools Everett, Washinston. The Everett School District. a growing district servins 15.663 students, is seeking as strong clucation leader and manager for the position of too leader and manager for the position of the most beautiful and livable areas in the most beautiful and livable areas in the country. Everett has an excellent school board and a system. a respected school board and a system. a respected school board and a system. a respected school board and a system. Candidates with knowledge and elevation. Candidates with knowledge and experience in strategic planning, outcome, based education, since based management are encayed to apply. Candidates must have couraged to apply. Candidates must have covered to apply. Candidates must have excellent oral and written communication excellent oral and written or excellent oral and written communication excellent oral and written communication excellent oral and written or excellent oral and wr

PRESIDENT

MERCER COUNTY COMMUNITY COLLEGE

The Board of Trustees of Mercer County Community College invites applications and nominations for the position of President. This opportunity has occurred due to the rotirement of the current President after 17 years in that position. The President is the chief executive officer and reports to the Board of Trustees.

The college is a comprehensive, public community college serving over 300,000 citizens of Mercer County in central New Jersey. The programs, courses and services offered at two contemporary campuses, each over 30,000 people annually. An urban location is in the heart of Trenton near the State House Complex, and the suburban campus consists of 11 buildings on 292 acres. The students are supported with an annual budget of 528 million and over 650 faculty and staff persons.

Mercer's distinguished faculty is deeply committed to teaching and to their students. Development of programs in the advanced technologies and service to the business community has led to national recognition. Faculty have received awards and recognition for participating in international act applicates. international art exchanges, symposia and community college consortia.

The college seeks a visionary leader who can mobilize and energize the community to support the college through the development of traditional and alternative sources of tradition. The support of conditions will proceed a funding. The successful candidate will possess excellent

In order to ensure full consideration, applicants should address the elements of the profile.

PROFILE

- ♦ An earned doctorate preferred
- A record of progressively responsible administrative experience, preferably in higher education
- ◆ Teaching experience and a sensitivity to and
- understanding of the teaching learning process
- Demonstrated:
- Understanding of and commitment to the comprehensive community college philosophy
- Effective management of financial resources, including an ability to expand alternate sources of funding
- Sensitivity to a multi-cultural student population and a commitment to college-wide educational pluralism
- Understanding of the collective bargaining process,
- Leadership in participatory management Ability to successfully interact with governmental agencies at all levels, business and industry, labor, and
- other educational entities
- Ability to inspire people to enjoy their contribution to the fulfillment of the institutional mission Leadership in the area of planning and guiding the institution to greater service to the needs of the

Applicants should state in their letter of application how they meet the profile. Applicants should submit, in addition to the letter of application, a current resume and five references with telephone numbers.

Applications should be postmarked by February 29, 1992 and submitted to: Ms. Jennifer Ann Dowd, Assistant Dean, Personnel Services and Labor Relations, Presidential Search Committee, MERCER COUNTY COMMUNITY COLLEGE, P.O. Box B, Trenton, NJ 08690.

The successful applicant will be expected to assume the position by July 1, 1992. Salary is competitive with institutions of similar size in the region. An Equal Opportunity/Affirmative Action Employer. An ACCT Search.

salary history by Pebruary 20, 1992 to: Mr.
Lee T. Pasquarella, Jensea-Oldani and Asacclaries, Inc., One Bellowu Center, Suite
570, 411 108th Avenue N.S., Bellowue,
Washington 98004; (206) 451-3938.

Taacher Education: Tenure track, Assistant/Associate Professor beginning Fall Semester 1992. Teach courses in an integrated
undergraduate program which has extensive field experiences and strong collaboraion efforts with tenchers. Graduate teaching in Curriculum and Instruction is also
available. Berned Doctorate in Education
or related field (carried by July 31, 1992) is
required. Also required are two years of
full-time teaching in a junjor/middle-high
school; preparation to teach in ope or more
areas of a graduate program; effective interpersonnal and communication skills; and
evidence of professional involvement and
evidence of the Whahington 98004; (206) 451-3938.

Teacher Education: Tenure track, Assistant/Associate Professor beginning Fall Semester 1992. Teach courses in an integrated undergraduate program which has extensive field experiences and strong realizations and strength of the professor beginning Fall Semester 1992. Teach courses in an integrated undergraduate program which has extensive field experiences and strong realizations in Educations in Educations in Curriculum and instruction is also available, iterated Doctorate in Education or related field (carried by July 31, 1992) is required. Also required Associated in extractions of the incurrent psychometric and methodology. Massagrament experience, and as processed in a judiorization form. Copies of the incurrent psychometric and methodology. Massagrament experience agreement of professional involvement and evidence of professional involvement and scholarly activity. Evidence of experience, and a background in effective schools and module of instructions in dealend. Salary is completed in current psychometric and methodology. Massagrament experience and methodology. Massagrament application required and methodology. Massagrament application required and methodology. Massagrament application required and methodology. Massagrament application required

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he Arizona Board of Regents trivites applications and nominations for the osition of Executive Director. The Board of Regents is the constitutionally

authorized governing body for the three Artzona universities, including the University of Artzona, Artzona State University, and Northern Artzona Univer-sity. The Executive Director:

Advises and makes recommendations to the Board on a broad variety of

Issues relating to the operation of the university system.

Actively participates and assists the Board in its planning process and, particularly, in the development of new intermediate and long-range

plans

Reviews proposals submitted to the Board by the universities and makes recommendations related thereto.

Supervises and participates with central office engaged in academic, administrative, audit financial, legal, legislative, personnel, planning, and

• Actively participates with the president of each university in the Council of

Coordinates Board policies with the universities and monitors compliance

Applicants must have had successful experience in significant educational administrative positions and should be prepared to assist the Board in developing a plan which will promote excellence in education in the university system fixperience in the following areas is destrable:

Butogeting and financial analysis.
Assembling and analyzing data.
Policy development and analysis
Strategic and long-range planning.
Presenting complox material orally and in writing.
Negotiating with and appearing before legislative bodies.
Facilitating action in sellings where divergent positions must be resolved.

Nominalions and applications, along with a current résumé, and the names, addresses, and telephone numbers of five references will be accepted until the position is fillud. First review will begin on February 28, 1992. The salary for this position will be competitive and negotiable based upon the experience and background of the successful candidate. The position will become available on July 1, 1992. Applications and nominations should be sent to:

President of the Board of Regents Artzona Board of Regents 2020 North Center Ave., Suite 230 Phoentx, AZ 85004

The Arizona Board of Regents is an Equal Opportunity, Affirmative Action Employer.

President

West Virginia Institute of Technology

Nominations and applications are invited for the position of President of West Virginia Institute of Technology. Established in 1895, West Virginia Tech is accredited by the North Central Association. Approximately 3,000 students are envolled in 42 bachelor's and associate degree programs and one master's degree program offered through the College of Arts and Sciences, the College of Engineering, the College of Business and Economics, and the Community and Technical College.

West Virginia Tach is located in Montgomery, a city of shout 2,500

West Virginia Tech is located in Montgomery, a city of about 2,500 citizons 28 miles from the state capitol of Charleston. It is one of ten institutions in the State College System of West Virginia. The President is the chief executive officer of the institution and reports to the State College System Board through the Chancellor of the System.

The salary is \$78,000, and a president's residence and other benefits are provided.

Review of candidates will begin on March 16, 1992. Nominations are requested earlier. It is expected that the new President will begin work in mid-August.

Marie Carter

marie varter Executive Secretary Presidential Search Committee 1018 Kanawha Boulevard, East, Suite 700 Charleston, WV 25301

Inquiries may be directed to Ms. Carter at the above address or by calling (304) 848-0699.

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 Budgeting and financial analysis

EXECUTIVE

DIRECTOR

Arizona Board

of Regents

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BOARD: Positions available

Health Science Center

delite State University of New York Health Science Center

half Science Center at Syracuse is a comprehensive

Maith Science Center at Synacuse is a comprehensive interaction of the State University of New York comprised facts of Medicine. Health Related Professions, Oraduate is furning the University Hospital and a satellite clinical information, New York. It is the primary medical/health sonal education and patient care resource for the fifteen-sonal Central New York. The Health Science Center at Synapsio Central New York. The Health Science Center at Synapsio Central New York and part-time faculty, serves approximately with its colleges as well as 375 graduate medical education in the server of the synapsion of the s

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d through its Search Committee, seeks an outstanding the lieath Science Center at Syracuse who pos

dal appointment (M.D., Ph.D., or comparable enried

unl record of administrative accomplishment and an un-

Copplished the operations of a university medical center; stop of the operations of a university medical center; stop to work effectively with all constituencies within the visions center (faculty, administrative officers, staff, student and others) and to provide decision university.

ammi and others) and to provide decisive yet sensitive

A summan outers and to provide declare yet sensitive seriful the campus as a whole seriful the campus as a whole seriful the assess and communicate convincingly the Health seriful the summenty leaders and groups, to elected officials and groups likels of government, to healthcare service constitution to potential donors:

ment to the principles of diversity and equal opportunity.

while Search Committee will begin the review of candidates what Search Committee will begin the review of candidates what continue until the position is filled. The new Presi-lessine office on September 1, 1992 or as soon as possible for Landidate nominations or expressions of interest (with let-ical, risume and the names of three references) should be

દ્રાંક nominations and applications will be held in confidence. PoinScience Center at Syracuse is an Affirmative Action, Equal માંગે Employer with a strong commitment to racial, cultural

N. Theodore Sommer, Chairperson Presidential Search Committee SUNY Health Science Center at Syracuse 750 East Adams Street Syracuse, New York 15210-2399

PRESIDENT

Astern Illinois University

had of Covernors of State Colleges and Universities invites okas and nominations for the position of President of Eastern

This bulleting is a residential institution located in Charleting and sone of five universities in a system governed by the indicentors. Eastern litinois University offers baccalaureate mark degrees in a variety of programs. The Full 1991 head-decident of Eastern litinois University exceeds 11,000.

destined of Eastern Illinois University exceeds 11,000.

hated is the chief executive officer of the University and is the Chancellor and through the Chancellor to the label to the Chancellor and through the performance of his or her duties.

a should hold an earned doctorate from an accredited insti-latouid have the experience and ability required to provide saterable for Eastern litinois University.

opelitive and appointment is expected to be made by Fail, it is a saured full consideration, nominations and applications and applications and applications and applications and applications and applications should be sent to:

Dr. Thomas D. Layzell

hand of Governors of State Colleges and Universities 200 Hilton Plaza 700 East Adams Street

Pad of Governors is an Equal Opportunity, Affirmative Action

Syracuse

es nominations and ap Health Science Center.

PRESIDENT

State University of New York

PRESIDENT The Board of Trustees of Everett Community College invites qualific

applications and nominations for the position of President. Everett Community College is located near the eastern shore of Pupa Sound, nestled at the foot of the Cascade mountain range just 25 miles north of Seattle. It is a comprehensive single-district College und several off-site learning centers. The College enrolls approximately 8,000 students divided among Academic Transfer, Vocational/Teck. nical, and Adult Education programs.

Everett Community College

- Applicants should state in writing how they meet the following profits Demonstrated community college philosophy.
- Evidence of responsiveness to student needs.
- Evidence of successful teaching experience at the post-secondary level and an understanding of the teaching-learning process which will include the employment of technology.
- Ability to assist the College constituencies in building a College
- community in which diversity and pluralism are valued. Experience in representing a college in all arenas, with an ability to mobilize and energize community support for the College by working with external groups including the legislature, so is agencies, business and industry and labor.
- Proven communication skills with a management style that we decisive yet open and encouraging of the active participations
- Evidence of the ability to inspire trust and loyalty in others will a sense of humor and a willingness to share both success and
- Evidence of leadership qualities that create a positive Board of
- Administrative experience at the senior level with stalls in seategic planning, fiscal management, conflict resolution, labor relations and with an ability to foster and encourage innovator
- Ability in analysis and written communication. Barned doctorate preferred, masters required from an accredited

Candidates for the position will be innovative and enthusiastic with a strong sense of vision who will assist the College in addressing the changes which challenge us in the 90's.

The new President will assume office on July 1, 1992. Applications should be received by Morch 13, 1992, and include a resume and

Marilyn Abel, Search Coordinato Everett Community College 801 Wetmore Avenue

Everett, WA 98201 Everett Community College is an Equal Opportunity Employer

SUPERINTENDENT-DISTRICT ADMINISTRATOR Whitefish Bay (Milwaukee), Wisconsin

The School District of Whitefish Pay, a north shore suburb of Milwauker, Wisconsin, is seeking a visionary leader with a passion for excellence to education and a commitment to the best education possible for all other.

Whitefish Bay has gained a national reputation for the quality of its students with over 90% of its graduates attending post-secondary schools and universities. There are four public schools in the District two K-5 schools, a middle school (6-8), and a high school (9-12). Enrollment in the Fall of 1991 were 1357, 522, and 764, respectively, for a lotal enrollment of 2,663. Minorities comprise 18% of the student body. The District employs approximately 300 people. Three collective barging units represent the teachers, secretaries/aides, and custodians. District also includes a Community Service Center which provides a ational and aduli programs for approximately 5,000 people annually, annual budget approximates \$18 million.

Whitefish Bay is known as a village of fine homes, good government, and a first-rate school system. There is a strong sense of community pride and it offers a highly desirable quality of life. Its population of 14,000 is composed primarily of business and professional people. The ideal candidate for this attractive opportunity will have experient a superintendent or as a senior administrator in a comparable distribution requires a strong leader who inspires trust and motivale a positive manner, emphasizes people over process and utilizes an in sive management style.

Informal interviews may be conducted during the AASA convention San Diego, February 21-24. Please phone for further information:

J. Morris Buchanan, Vice President JON McRAE & ASSOCIATES, INC. 300 Galleria Pkwy, Suite 400 Atlanta, GA 30339

The Whitefish Bay School District is an EQUAL OPPORTUNITY EMPLOYER and encourages applications from women and minorities.

Executive Director -Community

The Greater Worcester Community Foundation seeks a mature, dynamic Individual with strong leadership and managerial talents, Foundation assets are \$28 million and greatership.

The position requires strong orga-nizational and administrative abil-ities; sensitivity to donor, recipi-ent and community issues; excet-lent communication skills; experience working with diverse constituencies; knowledge of en-downers management that said constituencies; knowledge of en-downtent management; fund-rais-ing and promotional skills. Benefit package included.

Nominations and applications should be sent to GWCF Search should be sent to GWCF Search Committee, c/o Fletcher, Tilton & Whipple, 370 Main Sireel, Worcester, MA 01608.

SUPERINTENDENT OF SCHOOLS

Seminole County (Sanford), Florida

School Board of Seminole County, Florida seeks dynamdent/CEO of 51,000-student district. Ten years of successexperience needed in sound business and fiscal management techniques, organizational design, visionary leadership, and commitment to tudents. Ph.D., Ed.D. or MBA preferred. Salary range \$90,000-\$105.000. Applications to: Dr. Wayne Blanton, Executive Director, Florida School Boards Association, 203 S. Monroe Street, Tallahassee, FL 32301; 904/ 224-1374.

Superintendent of the Public Schools

Chelsea, Massachusetts

Foundation Boston University invites expressions of interest and nominations for the superintendency of the Chelsea, Massachusetts l'ublic Schools. Boston University and the Chelsea Schools have forged an unprecedented

partnership for national reform of urban schools. This partnership is in the third year of a ten-year contract. Over the first three years, SAT scores, achievement test scores and student attendance have increased. The Partnership has implemented a comprehensive reform plan which includes teacher training, curriculum reform and health care. A primary goal of the Partnership is to build a program that will ensure that every three and four year old will have the opportunity to attend school from 7:30 A.M - 6 P.M., every working day of the year. The public schools, PK-12, serve 3700 students in four PK-8 elementary schools and one 9-12 high school. Seventy percent of the students are from minority groups. The superintendent is able to draw upon the resources of the fifteen schools and colleges at Boston University. A Different September Foundation, a private education foundation, raises funds for the l'artnership.

Boston University will begin the review of candidates this spring. The new superintendent will assume responsibilities on July 1, 1992. The position calls for a person with a clear vision for an intellectually rigorous urban school system. The individual must be prepared to challenge accepted practices and lead in the face of public pressure and media scrutiny. A candidate should have an established record of excellence in the classroom, school or system level administrative experience and an earned doctorate. The salary is negotiable. Although selected by and accountable to Boston University, the superintendent will be an employee of the Cheisea School

Please send letter and resume by March 10, 1992 to:

Chelsea Superintendency Search Committee Office of the President **Boston University** 147 Bay State Road Boston, Massachusetts 02215





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End Paper

The Stolid Mothers and Brawny Workers of New Deal Art

THE NEW DEAL stands as the single example of a liberal American reform movement not accompanied by a resurgence of feminism. Instead, the strains of economic depression reinforced the containment of feminism that had begun after the winning of suffrage. As men lost their jobs, wage-earning women became the targets of public hostility and restrictive policy. One slogan exhorted, "Don't take a job from a

A number of state legislatures and then the federal government passed the so-called married-person's clause, mandating that the civil service could employ only one member of a family; many women were dismissed under the rule. School boards often fired married women, deferring to the same assumption about the primacy of the male breadwinner. Meanwhile, social workers and public figures held women responsible for maintaining family morale; as Eleanor Roosevelt reminded her sisters, "It's up to the women!

The New Deal brought a host of women to positions of new prominence in the federal government, but their policies were aimed at ameliorating women's condition rather than demanding

A marked shift in visual representation of women registered the changed tenor. In the 1910's and 1920's, the flapper and the

"Feminist-New Style" symbolized a younger generation of women. As journalist Dorothy Dunbar Bromley described that generation, young women were at once blithely indifferent to feminism as a political movement and eager to live out a version of female independence rooted in personal freedom. With the collapse of the overheated postwar economy, the youth culture that had sustained the postwar version of the New Woman seemed to disappear overnight.

In its place emerged a somber consideration of youth's straitened possibilities and a reaction against the consumption associated with youth culture, seen as a sign of the careless and wasteful excess of the 1920's. Heightened concern for family stability and conflict over women's paid work found cultural expression in a reaffirmation of traditional gender ideology. And, in turn, as the stolid mothers and brawny workers of New Deal art came to dominate public space, such representations themselves worked on audiences.

The text above is by Barbura Melosh, associate professor of English and American studies at George Mason University. It is excerpted from Fagendering Culture: Manhood and Womanhood in New Deal Public Art and Theater, published by the Smithsonian Institution Press.



Government & Politics

WASHINGTON

Auditors Say Research Universities Charged U.S.

More abuses reported to Congress, but some institutions claim misrepresentation

\$350-Million Too Much for Indirect Costs

in keeping with a trend of healthers' demanding to know Townskers demanding to know more about what colleges do, Cov. Carroll A. Campbell, Jr., is epetied to sign a bill that would require the South Carolina Commission on Higher Education to submit an annual report on the performance of the state's students and colleges. The bill, which has passed both Loves of the General Assembly. requires the commission to submit hirst report by next January. The gott will include the proportion of students who complete adergraduate- and graduateegree programs, the studentdention rate, the job-placement net for graduates, the proportion of wakents enrolled in remedial programs, and the proportion of gaedial students who successfully conplete entry-level college courses. In addition, the commission is being asked to determine the proportion of lower-division courses taught by full-time and part-

ime faculty members, changes in

udents who transfer from technical

public colleges, the state will effer \$2-million in no-interest

ans to needy atudents.

The Maine Education Loan

oney will be lent to colleges.

The authority took the action

audents for up to one yeur.

Authority will use about half of its \$4-

iffion reserve fund to provide the

mergency Educational Louns. The

shich in turn will lend the funds to

erthe University of Maine and the aine Technical College Systems Special surcharges of about said 10 per cent, respectively, for e spring 1992 semester. The

archarges were prompted by cuts

siale support. Maine residents

lending private colleges in the

Richard H. Pierce, executive

freelor of the authority, said it was

of concerned about the income it

would lose by not investing all of its

reserves more lucratively. "It's Joing to cost us a few dollars, but we

tink it's a good investment," he

A ruling by the California

treases must be approved by a worthirds vote instead of a supple majority has raised

fertions about the legality of a

Provided \$7-million for the Rollege of San Francisco.
My five per cent of the voters for the increase last year, but

has been invalidated by

dans are divided about

enollment rates of minority

students, and the number of

\$11,295 for St. Patrick's Day Party colleges to four-year institutions. Over the last year, and again at last The bill prohibits the commission week's hearings, government officials from disbursing state appropriations have revealed a list of charges at universivinstitutions that do not submit ties that appear to have nothing to do with the required information. research. Auditors said that Syracuse University, for example, had collected reim-Hoping to salve some of the bursement from the government for a porsing from unexpected mid-year thin increases at Maine's tion of an \$11,295 St. Patrick's Day party.

project.

The audits cover varying time periods and involve different aspects of the institutions' financial record keeping. Nonetheless, Rep. John Dingell, the Michigan Democrat who chaired the hearing, said the latest findings proved that the spending abuses attributed to Stanford University last year were not an anomaly.

By GOLDIE BLUMENSTYK

Research universities have collectively

overcharged the government at least \$350-

million in recent years, federal auditors

That figure includes questionable costs

charged to the government that were dis-

told a Congressional panel last week.

across the country.

Mr. Dingell, the driving force behind Congress's investigation, said he was dismayed by "the depth and breadth of the

covered in audits conducted by three separate federal agencies over the past several months at dozens of research universities The inquiries examined the charges that universities made to the government for the indirect costs of research. The federal government reimburses universities for such expenses as utilities and the cost of running libraries that universities incur while conducting federal research, but that are not tied to any one federal research

The GAO's J. Dexter Peach: The vagueness of the rules "invited opportunistic Interpretations," and universities used that "to reach for all they could receive."

indirect-cost abuses at universities," and by the "active disregard" for government rules and taxpayers' money shown by many institutions.

Mr. Dingell and the auditors also acknowledged that vague regulations and a decade of lax oversight had contributed to the situation. "The problem of unallowable costs being charged to the government is systemic," said J. Dexter Peach, an assistant comptroller general at the General Accounting Office, the investigative arm of Congress.

The vagueness of federal rules governing how indirect costs could be recovered Continued on Page A34

NIH Releases Draft of Organizational Plan for the Agency's Future

By STEPHEN BURD

BETHESDA, MD. The National Institutes of Health last week launched a process of developing a

"strategic plan" for the agency. NIH officials released a draft of proposed objectives for the NIH and general principles for carrying out the plan. The draft will be used as a starting point by scientists who will attend a series of meetings to map

The first meeting will be held this week in San Antonio.

The NIH has never had an overall strategic plan, and all priority setting has been conducted on an institute-by-institute ba-

The draft includes five objectives for the

entire NIH: To assure that critical technologies in basic biology that have an effect on human health and the national economy—such as molecular medicine, biotechnology, vaccine development, and structural biology-are advanced as priorities across the

To strengthen the capacity of the bio-



NIH's Bernadine P. Healy: "When we just focus on the number of grants we're awarding, we look like an. entitlement agency for scientists."

prise to respond to emerging public health needs by focusing on such areas of science as basic blology and the environment, neuroscience and behavior, childhood health and mortality, reproductive biology and development, prevention, health education, and disease control, populationbased studies, chronic and recurrent illness and rehabilitation, aging, and the health of women, minority groups, and underserved populations.

■ To provide for the renewal and growth of intellectual capital essential to the biomedical research enterprise.

■ To secure the highest return on the public's investment in the enterprise.

To continually earn the public's confidence in carrying out the NIH mission.

An Enticing Argument

NIH officials have reportedly been criticized within the Bush Administration for using the plan as a way to demand more money for the NIH.

At a press conference about the plan, Continued on Page A33



Total Budget Gain for Academic Research and Development Is 5%, but the Share for Health Institutes Disappoints Scientists

By COLLEEN CORDES and STEPHEN BURD

WASHINGTON Federal spending on academic research and development would increase by about 5 per cent in liscal 1993, totaling about \$11.5-billion, under the budget President Bush proposed last week.

Proposals for science programs varied widely. Scientists were enthusiastic about the large increase the President requested for research at the National Science Foundution, but disappointed by the relative modesty of his plan for the National Institutes of Health, the largest source of federal funds for academic research.

Higher-education officials said the total budget request for academic science was encouraging, given the recession and the tight limits on federal spending. Still, it represents only slightly more than an increase for inflation, which the Administration has projected at 3 per cent for this

"We need to bear in mind that the average person out there is going through a tough time right now," said Steven Beckham, director of federal relations at the University of South Carolina. "So I don't want to appear overly greedy and say it's not enough. But investment in scientific research in our universities is going to play a major role in our economic recovery."

Highlights of the President's proposal for science and technology include:

Growth of about 19 per cent in the National Science Foundation's research budget, and a reduction of about 1 per cent for the foundation's education office.

■ An increase of about 4.9 per cent for the National Institutes of Health.

■ Substantial infusions for some big science and technology programs, including an increase of 34 per cent for the Superconducting Supercollider and an II-per-cent increase for the space station.

· For grants to individual researchers. increases of about 17 per cent at the NSF. about 7 per cent at the Department of Health and Human Services, and about 11 per cent at the Department of Energy.

■ An increase of 3 per cent for basic research at the Department of Defense, even as overall military spending is re-

■ Relatively small increases in total spending on agriculture research, but a 53per-cent increase in the Agriculture Department's competitive research program.

An emphasis on five Presidential initiatives coordinated across agencies—advanced computing, global environmental change, mathematics and science education, biotechnology, and the creation of advanced materials

Commitment to 'Small Science'

In the past, proposals for large increases for big science and technology projects triggered complaints from scientists that the extra money would come at the expense of the grant programs that benefit individual researchers. But D. Allan Bromley, the President's chief science adviser, last week emphasized the Administration's commitment to "small science" and pointed to the increases it had requested for grants to individuals at the science foundation, Health and Human Services. and the Energy Department.



D. Allan Bromley, the President's chief science adviser, says the Administration is committed to helping "small science."

Mr. Bromley added: "These individual investigators remain the heart and backbone and strength of American science and technology."

Some science-policy experts agreed that the Administration's proposal struck a better balance between big and small science and technology projects this year.

But they said the debate might boil up in Congress again this year. Lawmakers unwilling to make the cuts the President called for in other programs will be looking for dollars to trim from his science and technology proposal. And massive projects like the supercollider, which involve large numbers of jobs and powerful politii, are always harder to cut than support for individual scientists, the experts said.

Mr. Bromley himself added that the increases proposed for academic science would not be enough "to remove totally the pain" being felt on the campuses because federal support has not kept up with an increase in the number of researchers seeking aid.

Some university representatives suggested that the Administration's efforts to protect both big projects and grants to individuals had resulted in troubling shortfalls for a third type of program—the kind that helps institutions and scientists build their capacity to conduct quality research. The

most prominent example, they said, was the absence of any competitive program to renovate campus research facilities.

Following are the proposals for specific agencies:

The National Institutes of Health. Many biomedical researchers and lobbyists said they were angry that the Administration has requested the NIH to be financed below the rate at which the costs of biomedical research are rising. But others argued that fiscal constraints this year had forced the Administration to choose between competing priorities that were all

rewer Grants From NIH

For NIH, the budget called for an overall increase to \$9.4-billion, from \$9-billion. The increase for grants to individuals would be about 7 per cent, to \$5.3-billion from \$4.9-billion. While NIH would support 22,132 grants altogether—a record number-it would actually be financing fewer new ones in 1993 than in 1992. The budget would allow NIH to support 5,800 new grants next year, around 200 fewer

than in fiscal year 1992. Said David B. Moore, the assistant director of governmental relations at the Association of American Medical Colleges: "The request barely covers inflation. And in some very important areas, it

does not come near the inflation rate,

To many, the most disappointing part. the NIH budget was that it would kept nancing flat for research centers, resect training, and clinical drug trials. Said !! Moore: "At a time that we are trying! attract more young people into scients. careers, the Administration is shutting. training."

The budget calls for a 1.1-per-centure crease for the National Cancer Institute and a 4-per-cent increase for AIDS to search. AIDS research will get \$873-million up \$32-million from fiscal 1992. NIH report edly requested \$1.3-billion for AIDS.

Cancer and AIDS researchers con plained about the budget plan. Michael Colvin, a professor of oncology and motcine at the Johns Hopkins University, said "It is a disappointment we don't see more in the entire NIH budget and that cancer this year is not keeping pace within NIHala time when there are many opportunites for cancer therapies and prevention, no biological targets to examine and exploit."

Said June E. Osborn, the chairman o the National Commission on AIDS an dean of the School of Public Health at the University of Michigan: "It's an awful shame to be decreasing real dollars at a time when the AIDS epidemic is exploding and when there is a great deal of good to search proposed that can't be done with limited resources."

'Got to Take a Longer View'

At a Department of Health and Huma Services briefing, Secretary Louis W. Sullivan said that increases for research on diseases like cancer and AIDS might look small next to those for projects like the supercollider and the space station.

But he said: "You've got to take a longer view. You have to look at where the programs are in their developments. Cancer received a massive infusion of funds in the 1970's, and ALDS got a large infusion in the 1980's. The Administration has been very responsive to these diseases, and now the results are beginning to pay off."

National Science Foundation. The budget for the foundation's activities would go up by about 13.5 per cent, 102 total of \$3.04-billion. That figure includes money for the foundation's Antarctic program in fiscal 1992 and 1993 from the Department of Defense.

"I can only say that I hope in the future the news is always as good as it is this year," said Walter E. Massey, the MSF director, at a briefing last week. Scientists were particularly excited about the plan for research spending to go up by about 19 per cent. They pointed to past years in which the foundation's total budget grew faster than its spending on research.

For the first time in several years, however, support for the education office would be reduced, by nearly I per cent. Mr. Massey pointed to the office's rapid growth in recent years and said it would concentrate next year on consolidating the gains it had made. Congress, however, ha been eager in the past to increase support for science education and somewhat skip tical of the agency's own commitment lo Lawmakers probably will insist on another poost for the office's budget.

Department of Defense. Spending for the Pentagon's basic research would in crease by about 3 per cent. Mr. Brilingey the President's science adviser, said he re gretted that the increase was not larger. Researchers, however, were relieved

but the numbers for military research age up instead of down, given the presequipment donations. une to slice substantial amounts from mili-Basic-energy sciences would increase ur programs in response to the end of the 6.4 per cent, to \$814-million. Fusion-enerold war. Over all, Defense Department

apport for academic research and devel-

great would rise by about 2 per cent, to a

Department of Energy. Sharp reduc-

in nuclear-weapons production,

made possible by the end of the cold war,

would allow the agency to shift a greater

proportion of its resources next year to

Support for research on conservation

und renewable energy, for example, would

parease by 15 per cent, to \$580-million,

reflecting the President's commitment to

reduce the country's dependence on im-

Funds for construction of the Supercon-

duling Supercollider, a subatomic-parti-

de collider being built near Dallas, would

ise 34 per cent—to \$650-million—to keep

the \$8.25-billion project on schedule. It is

due to be completed by the end of the dec-

Energy Secretary James D. Watkins

sid his department planned to receive an

additional \$133-million for the project from

the State of Texas next year and expects

commitments this summer totaling \$100-

million from four countries—Canada, In-

da, South Korea, and Russia. He said the

agency also expected to determine by

April the nature of Japan's contributions—

The MSF's Walter E. Massey, "I can only say that I hope

the lubire the news is always as good as it is this year."

ported sources of oil, officials said.

Commitments From Overseas

wal of about \$1.445-billion.

gvilian research.

gy-research programs, which experienced little growth in recent years because of cuts and deferrals in large projects, would rise 6.8 per cent, to \$360-million. Recognizing the importance of "little

science," the agency would provide a \$40million increase in support next year specifically for research by individual investigators and small groups of researchers at universities.

Mr. Watkins, in a theme he continued from last year's budget briefing, complained that more money would have been available in the budget for other worthy research efforts if Congress had ended its yearly practice of slipping "pork-barrel" projects into his agency's appropriations bills to benefit the constituents of powerful lawmakers.

"We hate to see jobs generated out of research," he said, adding that \$141-million for such projects had been included in his agency's appropriation for fiscal 1991 and \$117-million for fiscal 1992.

High-performance computing and communications. Nine federal agencies are assisting in the effort to develop advanced computer and networking capabilities and boost research and development in those fields. The program, now in its second year, received a Congressional appropriation of \$655-million in fiscal 1992, and the President has proposed an increase of nearly 23 per cent.

The budget calls for spending \$178-million next year for the development of better hardware for new computers, and devices that will make present computers more efficient. About \$346-million would be spent to develop better and more affordable software that would enable computers to perform common functions much faster.

> An additional \$123-million would be spent on the National Research and Education Network, a high-speed communications link that would allow research facilities, educational institutions, and government agencies to move vast quantities of data in seconds.

About \$156-million would be spent on basic research and human resources, developing new techniques for using highperformance computers, and educating more people about their use.

National Aeronautics and Space Administration. NASA would receive a mudest increase in its overall budget, rising only 4.5 per cent to \$14.9-billion. But research-and-development activities within the agency would increase 12.8 per cent, to \$7.7-billion

Much of that increase would go to the space station Freedom, a project many space scientists had asked Congress to eliminate, arguing that it was of little value to science. While the space station would see its budget rise 10.8 per cent, to \$2.25billion, projects of interest to scientists would also receive healthy increases.

Astronomy and Life Sciences

Support for the Advanced X-Ray Astrophysics Facility, a top priority for many astronomers, would increase 15 per cent, to \$174-million, while physics and astronomy programs in general would rise 6.8 per cent, to \$1.1-billion. Life-sciences research would increase 19 per cent, to \$177million, but planetary-exploration programs would decline by 9.6 per cent, to \$487-million. That decrease is due largely to the completion of the Mars Observer, a

spacecraft scheduled to be launched later

Agriculture Department. The Bush Administration is keeping its promise to add \$50-million a year to the National Research Initiative. The competitive-grants program has a proposed budget for 1993 of 1 \$150-million—a 53-per-cent increase.

Nutrition and Soybean Research

In 1991, about 74 per cent of the program's budget was used to support basic research, and about 11 per cent was directed toward attracting new scientists into high-priority areas in agriculture research. The proportion of support for those programs is expected to be the same in 1993. However, the federal government is placing increased emphasis on nutrition research and on research to develop alternative uses for agriculture products, such as using soybeans to create biodegradable

On the other hand, the Bush Administration once again has proposed eliminating financing for Congressional earmarking of funds for pet projects. The result is a proposed \$416-million budget for the Department of Agriculture's Cooperative State Research Service-a 18.2-per-cent decline from the current estimate of \$508.9-million for 1992.

Research on global change. Support for research related to global change would increase to \$1.37-billion--- a 24-per-cent increase over 1992. The largest increase is a 225-per-cent rise in support for the economics component of the program.

Economists have complained that they had difficulty obtaining significant support for estimating the economic impacts of climate change. But for 1993, President Bush is proposing a sharp increase in supportrising from \$4-million to \$13-million.

Mary Crystal Cage, Kim A. McDonald, and David L. Wilson contributed to this

Spending for Humanities Would Go Up 6.3%, but White House Would Hold the Line on Arts

By STEPHEN BURD

The Administration has asked for a 6.3per-cent increase for the National Endowment for the Humanities for fiscal 1993. But for the second year in a row, the appropriation for the National Endowment for the Arts would be unchanged.

Under the plan, the humanities endowment's budget would increase to \$187.6-

NEH Chairman Lynne V. Chency said in a statement: "The new funds will allow NEH to promote national progress in huties education, research, and preservation, and to advance the study and public understanding of history, literature, foreign languages, and other humanities disciplines in this country."

\$600,000 for New Program

The endowment's increase includes \$600,000 for a new grant program, run with the National Science Foundation and the Fund for the Improvement of Postsecondary Education, to support curricular projects in higher education that integrate the humanities and the sciences.

The Administration also asked for \$16million for the Challenge Grant Program, which provides money for general support

for universities and scholarly groups. The Challenge Grant Program took an 18-percent cut in fiscal 1992 and, as a result, Ste---phen Cherrington, the director of planning and budget at the endowment, warned that the agency might have had to cancel an entire round of Challenge Grant awards for 1993 if it did not get at least \$16-million for the program in fiscal 1993.

The arts endowment's budget would remain at its present level: \$175,96-million. The agency has been the subject of controversy for the past three years as lawmakers -and arts advocates battled over restrictions on the types of art that the federal government should support.

Humanities advocates said last week that they were pleased by the NEH budget request, but worried about the impact on the NEH of the level request for the arts _ endowment

"The huge disparity between the arts endowment and the humanities endowment will be problematic," said John Hammer, the director of the National Humanities Alljance, "Congress, in working with the Administration's budget, will probably focus more on the non-increase for the arts en- 🔼 dowment. The emphasis there will make it more difficult to address the other budgets creatively."





At a Glance

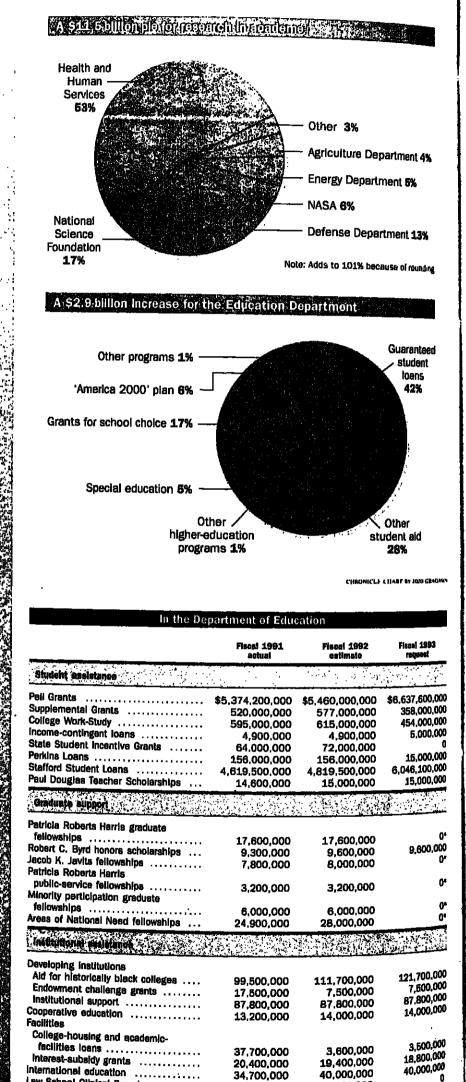
COMPARED WITH FISCAL 1992.

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Supplemental Grants	- 38%
College Work-Study	-26%
Stafford Student Loans	+25%
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Education research	+62%
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Office for Civil Rights	+15%
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Proposed 1993 Spending on Colleges, Students, and Scientific Research

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Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute on Aging	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000	960,914,000 819,134,000 519,724,000	1,010,845,000 862,069,000 545,238,000
rapute of Neurological and Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of Child Health and Human Development by Institute Institute of Environmental Health Sciences Institute of Arbeitle Museulestelestel	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Disease Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Department	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000	1,010,845,000 862,069,000 545,236,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Certer for Nursing Development	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute of Environmental Health Sciences Institute of Environmental Health Sciences Institute on Aging Institute of Arthritis, Musculoskeletal, and Stdn Diseases Research Resources Center for Nursing Research Institute of Opening Research	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Ruman Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute on Aging Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deafness and Other Communication Disease and Other	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 35,806,000 39,909,000 134,971,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000	1,010,845,000 862,069,000 545,238,000 285,133,000 407,284,000 214,929,000 330,231,000 48,568,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Ruman Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute on Aging Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deefness and Other Communication Disorders Center for Human-Genome Research International Contents	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000 39,909,000 134,971,000 87,397,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000	1,010,845,000 862,069,000 545,238,000 285,133,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000
Communicative Disorders and Stroke institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute of Environmental Health Sciences Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deafness and Other Communication Disorders Center for Human-Genome Research International Center University Medical Center Institute of Arthritis Center Institute of Deafness and Other Communication Disorders	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000 39,909,000 134,971,000 87,397,000 17,519,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000 149,102,000 104,878,000 19,609,000 99,323,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deefness and Other Communication Disorders Center for Human-Genome Research International Center Library of Medicine Library of Medicine	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000 39,909,000 134,971,000 87,397,000 17,519,000 91,407,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000	1,010,845,000 862,069,000 545,238,000 285,133,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000
communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Ituman Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute on Aging Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deafness and Other Communication Disorders Center for Human-Genome Research International Center Library of Medicine Intel, N.I.H. International Center International Center Intelligence International Center Intelligence In	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 395,806,000 39,909,000 134,971,000 87,397,000 17,519,000 91,407,000 8,277,000,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 44,970,000 149,102,000 19,609,000 99,323,000 8,935,000,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000
communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deefness and Other Communication Disorders Center for Human-Genome Research International Center Library of Medicine Intel, N.I.H. Alts research, education, and pravention	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000 39,909,000 134,971,000 87,397,000 17,519,000 91,407,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000 149,102,000 104,878,000 19,609,000 99,323,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000 108,662,000 9,377,000,000
Communicative Disorders and Stroke Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute on Aging Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deafness and Other Communication Disorders Center for Human-Genome Research International Center Library of Medicine Intel, N.L.H. Musional Science Foundation Retitions Re	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000 39,909,000 134,971,000 87,397,000 17,519,000 91,407,000 8,277,000,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 44,970,000 149,102,000 19,609,000 99,323,000 8,935,000,000 1,968,000,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000 108,662,000 9,377,000,000 2,069,000,000
Communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Ituman Development Eye Institute Institute of Environmental Health Sciences Institute on Aging Institute on Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deafness and Other Communication Disorders Center for Human-Genome Research International Center Ubray of Medicine Intel, N.I.H. ADS research, education, and prevention Institute on Aging Institute on Aging Institute of Arthritis, Musculoskeletal, and Pessanch, education, and prevention Intel N.I.H. Intelligent of Intellige	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 355,806,000 39,909,000 134,971,000 87,397,000 17,519,000 91,407,000 8,277,000,000 1,888,000,000 39,758,000 1,693,681,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 203,913,000 314,551,000 44,970,000 149,102,000 19,609,000 99,323,000 8,935,000,000 1,968,000,000 1,968,000,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000 108,662,000 9,377,000,000 2,069,000,000 2,211,500,000
communicative Disorders and Stroke Institute of Allergy and Infectious Diseases Institute of General Medical Sciences Institute of Child Health and Human Development Eye Institute Institute of Environmental Health Sciences Institute of Arthritis, Musculoskeletal, and Skin Diseases Research Resources Center for Nursing Research Institute of Deefness and Other Communication Disorders Center for Human-Genome Research International Center Library of Medicine Intel, N.I.H. Alts research, education, and pravention	906,005,000 761,283,000 478,988,000 253,445,000 240,635,000 323,812,000 193,466,000 335,806,000 39,909,000 134,971,000 87,397,000 17,519,000 91,407,000 8,277,000,000	960,914,000 819,134,000 519,724,000 270,300,000 252,031,000 383,611,000 314,551,000 44,970,000 149,102,000 19,609,000 99,323,000 8,935,000,000 1,968,000,000 1,968,000,000 1,857,000,000 483,000,000	1,010,845,000 862,069,000 545,238,000 285,133,000 261,513,000 407,284,000 214,929,000 330,231,000 48,568,000 157,301,000 110,429,000 20,727,000 108,662,000 9,377,000,000 2,069,000,000 2,211,500,000

	Fiscal 1991 Sctuni	Fiscal 1992 estimate	Fiscal 1993 request
epartment of Agriculture Cooperative research			
Hatch Act support	\$162,300,000	\$168,800,000	\$168.800,000
Payments to black colleges	34,500,000	37,600,000	39,900,000
Special research grants	62,600,000	74,500,000	28,900,000
Competitive research grants	73,000,000	97,500,000	150,000,000
Animal-health research	5,500,000	5,500,000	0
Total cooperative research	454.300.000	508,900,000	416,000,000
Extension service	398.500.000	419,300,000	417.300.000
Department of Defense			
Basic research	1,125,379,000	1,169,800,000	1,203,000,000
University Research Initiative	230,711,000	226,373,000	99,909,000
Strategic Defense Initiativo	2,890,000,000	4,145,601,000	5,425,074,000
Department of Energy	4 400 744 000	1 470 460 000	1,652,684,000
General science	1.138,761.000	1.472.489.000 484.413.000	650,000,000
Superconducting Supercollider	265,045,000 705,800,000	764,700,000	813,900,000
Basic energy sciences	000,000,001	1134,700,000	114.1, 700,000
Research and development	259,552,000	325,500,000	343,500,000
National Aeronautics and Space	239,002,000	1120,000,000	6 11.1.1.2.1.2.1
Administration			
Research and development	6,500,966,000	7.410.069.000	8,381,445,000
Space station	1.931.306.000	1.986,788,000	2,238,945,000
Health research and training	. ''	· · · · · ·	
Alcohol, Drug Abuse, and Mental Health Administration			
Research	982,000,000	1,059,000,000	1,121,000,000
Centers for Disease Control	302,000,000		
Occupational safety, health			
research and training	97.000,000	104,000,000	85.000,000
Health professions			
Health-professions education			
Exceptional-need scholarships	9.759,000	9,748,000	11,429,000
Aid to disadvantaged students	30,817,000	30,723,000	37,531,000
Primary-care and family-medicine			_
training	70,129,000	70.129.000	0
Nurse training	58,524,000	59,979,000	4,142,000
Total, Health-professions education	256,936,000	290,015,000	95,741,000
Health Service Corps	91,000,000	100,000.000	120,000,000
scholarships and loan repayment		ED 733 000	65,053,000
program	48,795,000 20,000,000	58,733,000 18,600,000	15,600,000
Medical-facilities guarantees and loans Area health-education centers	19,237,000	19.173.000	0
			C. C. Sterning Co.
Area nearth-education centers			
The sine cultinguides			
Arta and our apities National Endowment for the Humanities		40.000.000	21 000 000
National Endowment for the Humanities	18,047,000	18,089,000	
National Endowment for the Humanities Education programs Fallowship programs	18,047,000 16,214,000	18,366,000	18,000,000
National Endowment for the Humanities Education programs Fellowship programs	18,047,000 16,214,000 22,937,000	18,366,000 25,870,000	18,000,000 25,000,000
National Endowment for the Humanities Education programs Fellowahip programs Public programs Pessarch programs	18,047,000 16,214,000 22,937,000 18,503,000	18,366,000 25,870,000 19,254,000	18,000,000 25,000,000 19,250,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000	18,366,000 25,870,000 19,254,000 27,548,000	18,000,000 25,000,000 19,250,000 28,500,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 19,852,000	18,366,000 25,870,000 19,254,000 27,548,000 22,118,000	21,000,000 18,000,000 25,000,000 19,250,000 28,500,000 24,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000	18,366,000 25,870,000 19,254,000 27,548,000 22,118,000 12,392,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 16,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challeng grants Tressury matching grants	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 19,852,000	18,366,000 25,870,000 19,254,000 27,548,000 22,118,000	18,000,000 25,000,000 19,250,000 28,500,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Treat National Endowment for the	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000	18,366,000 25,870,000 19,254,000 27,548,000 22,118,000 12,392,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 16,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000	18,366,000 25,870,000 19,254,000 27,548,000 22,118,000 12,392,000 12,836,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 16,000,000 14,009,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Atts	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 19,852,000 15,070,000 11,937,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 12,836,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 16,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services Institute of Museum Services	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000	18,368,000 25,870,000 19,254,000 27,548,000 22,118,000 12,392,000 12,836,000 175,955,000 26,999,000	18,000,000 25,000,000 19,250,000 28,500,000 16,000,000 14,009,000 187;059,000 175,955,000 29,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 12,836,000 175,955,000	18,000,000 25,000,000 19,250,000 28,500,000 14,000,000 14,009,000 187,059,000 175,955,000 29,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs State programs Office of Preservation Challenge grants Tressury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 12,836,000 175,955,000 26,999,000	18,000,000 25,000,000 19,250,000 28,500,000 16,000,000 14,009,000 187,059,000 175,955,000 29,000,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arta Institute of Museum Services National Archives & Records Administration Commission on Civil Rights	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 12,836,000 175,955,000 26,999,000	18,000,000 25,000,000 19,250,000 28,500,000 16,000,000 14,009,000 175,955,000 29,000,000 165,045,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration Commission on Civil Rights Found Employment Opportunity	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 12,836,000 175,955,000 26,999,000 152,143,000	18,000,000 25,000,000 19,250,000 28,500,000 14,000,000 14,009,000 187,059,000 175,955,000 29,000,000 165,045,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arta Institute of Museum Services National Archives & Records Administration Commission on Civil Rights	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 175,955,000 26,999,000 152,143,000 7,159,000 210,271,000	18,000,000 25,000,000 19,250,000 28,500,000 16,000,000 14,009,000 175,955,000 29,000,000 165,045,000 9,415,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration Commission on Civil Rights Found Employment Opportunity	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,836,000 175,955,000 26,999,000 152,143,000 7,159,000 210,271,000	18,000,000 25,000,000 19,250,000 28,500,000 16,000,000 14,009,000 175,955,000 29,000,000 165,045,000 9,415,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration Commission on Civil Rights Equal Employment Opportunity Commission	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000 201,927,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 175,955,000 26,999,000 152,143,000 7,159,000 210,271,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 14,009,000 175,955,000 29,000,000 165,045,000 242,845,000 318,638,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arta Institute of Museum Services National Archives & Records Administration Commission on Civil Rights Equal Employment Opportunity Commission	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000 201,927,000 201,927,000 298,870,000 662,463,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,836,000 175,955,000 26.999,000 152,143,000 210,271,000 327,280,000 877,883,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 14,009,000 175,955,000 29,000,000 185,045,000 242,845,000 318,636,000 981,414,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration Commission on Civil Rights Equal Employment Opportunity Commission Corporation for Public Broadcasting	18,047,000 16,214,000 22,937,000 18,503,000 28,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000 201,927,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,836,000 175,955,000 26,999,000 152,143,000 7,159,000 210,271,000	18,000,000 25,000,000 19,250,000 28,500,000 24,000,000 14,009,000 175,955,000 29,000,000 185,045,000 242,845,000 318,636,000 981,414,000
National Endowment for the Humanities Education programs Fellowship programs Public programs Research programs State programs Office of Preservation Challenge grants Treasury matching grants Total National Endowment for the Humanities National Endowment for the Arts Institute of Museum Services National Archives & Records Administration Commission on Civil Rights Equal Employment Opportunity Commission Corporation for Public Broadcasting Veterans' educational benefits Peace Corpo	18,047,000 16,214,000 22,937,000 18,503,000 26,859,000 19,852,000 15,070,000 11,937,000 167,275,000 174,081,000 25,863,000 138,217,000 201,927,000 298,870,000 662,463,000 190,689,000	18.366,000 25.870,000 19.254,000 27.548,000 22,118,000 12,392,000 175,955,000 26,999,000 152,143,000 210,271,000 327,280,000 877,883,000 205,024,000	18,000,000 25,000,000 19,250,000 28,500,000 18,000,000 18,000,000 14,009,000 175,955,000 29,000,000 165,045,000 242,845,000 318,636,00 981,414,00 223,721,00
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programs to encompass the purposes of these programs.

Bush Wants to Restore Tax Benefits for Gifts of Tangible Property, Student-Loan Interest

By SCOTT JASCHIK

President Bush proposed last week that Congress restore two tax breaks, eliminated in 1986, that would benefit colleges.

One would allow charitable deductions for all gifts of tangible personal property. College officials predicted that the restoration would prompt many wealthy individuals to make gifts of real estate or stocks and bonds to higher education.

The restoration would come with a condition, however. Non-profit groups would have to file a report with the Internal Revenue Service on each donation in excess of -- \$500. College officials were divided about whether the reporting requirement would binder fund raising.

The other proposed tax break is a deduction for interest on student loans. Financial-aid officers said that restoring the deduction would be of particular help to parents considering whether to borrow money to finance a child's college education.

Both tax breaks have strong Congressional support, and the President's proposals stand a good chance of being enacted into law. In past years, efforts to pass bills to restore the tax breaks have faltered, inlarge part because money would have had to be found elsewhere in the budget to pay for the provisions-something that would not be necessary this year since the tax breaks are in the President's proposal.

'A Serious Disincentive'

Colleges say the loss of the tax break for gifts of appreciated property has decreased the number of donations they have received. Vanderbilt University, for example, calculated that in 1986, the last year for which the old tax break was in place. individuals provided more than \$13-million in gifts of appreciated property to the university. Since then, the university has never received more than \$7-million a year in such gifts.

Said Jeff Carr, vice-chancellor for university relations at Vanderbilt: "The tax has been a serious disincentive for gifts of appreciated property. And that's a prob-Jem, because the capital campaigns of colleges are heavily dependent on larger gifts that often come in the form of appreciated property.

Nan Nixon, director of government relations at Harvard University, said that it was particularly important to have the tax break restored in the current economic climate. During a recession, she said, donors need a full range of ways to give to col-

Two years ago Congress restored the tax break on gifts of art, and college museums have already seen major increases in the numbers of donations. The President's proposal would expand that tax break to cover all appreciated property.

While applauding the President's plan. *Some development officials said they were worried about the reporting requirement. One, who asked not to be identified, said many wealthy individuals do not like to provide information about themselves to colleges or anyone else. The official also said colleges needed to be able to offer anonymity to donors.

"There are a lot of questions about this," the official said.

Sheldon E. Steinbach, general counsel

for the American Council on Education said he was concerned that the reports unight become public records. Generous donors "might then be hounded by other charities, 'he said.

Mr. Steinbach added, however, that he had no problem with the idea of colleges' providing information to the IRS, since the President's proposal is designed to identify those who are misrepresenting their dona-

"One would be hard pressed to argue that we shouldn't cooperate in preventing fraud," he said.

A spokesman for the Treasury Department said officials there did not yet know the specific requirements that would be placed on charities for reporting gifts, or whether those reports would become public records.

New Proposal on IRA's

College officials widely applauded the President's proposal to restore the tax break on student-loan interest, but some said it would not make a difference to many students. They noted that many of those who graduate from college with large amounts of debt do not itemize their deductions and hence would not have their financial burden cased by the proposed tax break.

But William E. Stanford, director of financial aid at Lehigh University, noted that the proposed break would be available to parents, as well. Mr. Stanford said that he had noticed many more parents in recent years who are reluctant to borrow money for their children to attend a private college when the children can enroll at less expensive, public institutions.

"I think this will make it possible for some of our potential students' parents to feel more comfortable taking on loans," Mr. Stanford said. "This will be especially important for those deciding between publie and private institutions.

In a related proposal, President Bush urged Congress to change the tax laws so that people with Individual Retirement Accounts could make withdrawals-without penalties-to pay college expenses. College officials said that it was good to give parents that option, but that in most cases it would make more financial sense for parents to take out student or home-equity loans instead.

No Tuition-Benefit Provision

One tax provision that college officials had hoped to see in the President's budget not there. That was the provision slated to expire at the end of June, that allows workers to receive up to \$5,250 in tax-free tuition benefits from their employ-

Thomas A. Butts, a federal-relations officer for the University of Michigan, said colleges would have to rely on Congressional support to keep the tax break alive. Colleges use the tax provision both to recruit students and to provide benefits for

Mr. Butts said he hoped that Congress would make the tax break permanent so that colleges could stop what has become an annual lobbying drive for the provision. "It's just not effective for anyone to have this being turned on and off again and again, " he said.

8 Priorities for '93

Odeli Johnson, Jr., president of Laney College:

"One of the priorities most certainly must be financial assistance for low-income and educationally disadvantaged students. We have done a very poor job in higher education of recruiting and retaining such students. In California it is particularly important, because the demographics are changing rapidly, it's already difficult enough for our students to attend college. Most of our students work at least part time, and there is a continuing increase in fees for students to attend colleges and universities in California. The very people in need are the people who are being locked out."



Waiter H. Moulton, director of student aid at Bowdoin College: "More money for all aid pro-

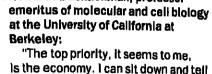
grams would be delightful, but realistically I don't expect it. Given the state of the economy, the best i would realistically hope for would be the status quo. Students have been receiving aid from a variety of programs and it's important not to brea that continuity, even if Congress tries to change the programs during the reauthorization of the Higher Education Act. It would be disastrous to suddenly pull back on all existing commitments, because some changes would take place a year or two from now as a result of the reauthorization process. If the Congress had additional money this year and, given the type of institution I'm at and the type of student I serve. the funding that would be most valuable to me would be an increase in Supplemental Educational Opportunity Grants."



Gilbert W. Merkx, professor of sociology and director of the Latin American institute at the University of New Mexico:

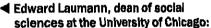
"The United States needs to rebuild its capacity to deal with the rest of the world. We need to reinvest in programs that will train graduate and undergraduate students who have real expertise in other languages and other world areas. Also, we need to support research on foreign areas. A generation of foreign-area experts is nearing retirement. The entire economic, political, and military configuration that has dominated the world since World War II is undergoing a change. We are more poorly prepared to face the changing world now than we were 20 years ago. International expertise is a depreclable asset. We need that asset very much."





Howard K. Schachman, professor

is the economy. I can sit down and tell vou what the President should do for science and education, but unless the economic situation is improved dramatically, then science and education will continue to suffer. The first thing would be to extend unemployment compensation for people who are unemployed so they could have an income and then contribute to the marketplace and begin purchasing. And I would assume that something should be done by the federal govern ment to stimulate employment, by the institution of some public-works program, such as highway construction and repair. Our roads are in terrible condition. That's an area to stimulate the economy and get people back to work."



"The Administration and Congress have to understand the need for investing in the scientific infrastructure, providing not only funds for facilities and equipment but also creating a set of incentives to induce tine private sector to invest in upgrading facilities. The government's recent hostility to indirect costs and its reduction in programs that help pay for facilities and equipment have threatened the university's ability to cope with research costs and pose a serious threat to the country's ability to maintain its eminence and competitiveness in conducting scientific research."



"All people wanting to pursue a postsecondary education should have the opportunity. The Trio programs provide the connection that gives student that opportunity. I see too many students who are disadvantaged who don't have any idea what college is like. I think the Trio programs do much to get the word out to students and to help them focus on what they need to get to college. We also need to focus on getting them out of college, and that's what Student Support Services does."





Homer A. Neal, chairman of the department of physics at the University of Michigan:

"The Item that I'm most concerned about is the Superconducting Supercollider. I think this year and next year are critical years for that project. I'd like very much for it to get on track where there's no further question about its ultimate comphysics. It's an extraordinarily important tool in my field and, I think, for physics and science. The SSC will study the most fundamental issues dealing with the structure of matter, which just has to be important for all science. I'm also concerned about the health of condensed-matter physics, or solid-state physics, as it is called. It's not been adequately funded, and I think it holds many of the keys to this country's future economic competitiveness. In that field, the number of young people being supported is simply too small.

▲ Jennifer L. Volz, president of the Student Government Association at

Wichita State University: "The federal government should find some way to prevent students from becoming overburdened with debt from college loans. Some people say access to higher education Isn't a right; well, it should at least be within reach. A lot of students take out loans because that's all they can get. But they do that without thinking of the future, and they leave college with thousands of dollars in debts. It takes a long time to get into a position that provides the kind of salary that you need to repay those loans. If the federal government cannot increase grants, then it should provide work-study or communityservice programs so students can reduce their debts. You need at least an undergraduate degree to even be considered for employment in most places."



mented with \$593-million in co

from other student-aid programs.

produce an \$845-million increasen

Educational Opportunity Grant

program by 38 per cent, the Cullige

Work-Study program by 26 per

The reductions would eliminate

ministration's pleas to eliminale

both programs and has found fund,

438,000 Fewer Pell Grants

Secretary Alexander said.

The Administration's plan to

raise the maximum Pell Grant to

\$3,700 for the 1993-94 academic

year is in the range that lawmakers

Grant programs.

Higher Education Fares Well in Bush Budget; Big Gain for Student Aid

Continued From Page A1

which would grow by nearly \$2.9billion, or 9.8 per cent, to \$32.4-Billion. Education research would receive a large increase, and \$500million would be devoted to a plan that would provide vouchers for families to send their children to the public or private schools of their choice.

Tough Battle Expected

Education Secretary Lamar Alexander told reporters at a budget briefing last week that the studentaid proposals showed that his department "was trying to do whatever we can to make it relatively easier for a family to continue its college education."

Many of the Administration's spending proposals are based on changes in the structure of studentaid programs that the White House proposed last year and Congressional committees rejected during their debates on reauthorizing the Higher Education Act, Some of the President's ideas still could be attached to that legislation when it is considered in the House of Representatives and Senate this year.

More important, the President's call for more aid strengthens the hand of student-aid supporters in Congress, who expect to light a lough battle this year for scarce dollars. Key Democratic lawmakers like Rep. William H. Natcher, the Kentucky Democrat charged with drawing up the House education budget, can be expected at least to match the Administra-

Some college officials said they were pleased that President Bush

By JACK GOODMAN

Many educators and student

leaders fear that a proposal in the

President's budget intended to re-

ward academic excellence would

Tounish students who are economi-

The proposal would make eligi-

bility for Pell Grants contingent on

the maintenance of at least a 2.0

grade-point average in college. It

would also reward academic suc-

cess by granting high-school se-

niors in the top 10 per cent of their

posed grade-point standard would

not apply to incoming college stu-

dents, who would be allowed to ap-

in the bottom 10 per cent of their classes.

their high-school grades.

cally disadvantaged.

WASHINGTON

"top 20 per cent of their class an place, we'll give you the opportuni-

extra \$500 in addition to their Pell ty based on the amount of income

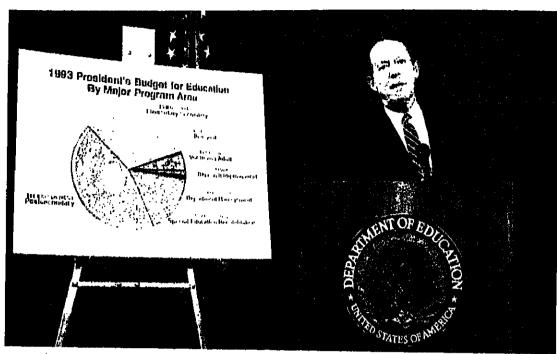
to students who already qualify for we're not going to continue to pay

ply for student aid regardless of dents said they favored merit-

The proposal is similar to anoth- that they objected to the Presi-

er put forward by the President last dent's plan because Pell Grants

Pell Grants. The President's pro- for it," he said.



Education Secretary Lamar Alexander: The budget shows an attempt to "do whatever we can" to help families pay for college.

makers have expressed more inter- ifornia at Berkeley. "But I think

year, which would have denied have traditionally been based on grade-point average, but who, nev-

Mr. Wilkes said.

4.2-per-cent raise for fiscal 1991.

"I think there is a general recognition that there is an extremely serious problem in student financial assistance." said Hoke L. Smith, president of Towson State University. He added that the proposed increase was a smart political tactic for President Bush and "intelligent from the viewpoint of recognizing

Others said the increases were exaggerated, since more than 40 per cent of the proposed raise for the fall. grants would go to make up for a

est in the idea this year, saying they

The Education Department esti-

mates that 61,000 fewer students

will receive Pell Grants if the 2.0

standard—the equivalent of a C av-

erage-is introduced. A 22-per-

cent increase in financing would al-

low the government to pay for an

increase in the size of the grants as

Education Secretary Lamar Alex-

ander defended the proposal, "We

that you have, but once you're

Many college officials and stu-

based scholarships, but they added

"I think incentives for meritori-

class and college students in the are trying to say that, in the first er of bureaucracy and "cost more

At a budget briefing last week,

well as for the \$500 bonuses.

like the philosophy behind it.

had recommended an increase in \$332-million shortfall in the 1992 same as past Bush budgets for ex-

'A Good Spin on It'

Critics noted that an additional 21 per cent of the increase in grants would go for Presidential Achievement Scholarships for Pell Grant recipients who are at the top of their classes. That program will probably not be created by the time Congress approves the budget in

"I think the budget is exactly the

they're best done with private and

university funds, not with this ba-

sic floor program which is to bring

John E. Thomas, chancellor of

Appalachian State University, said

he respected the President's effort

to "encourage students to com-

plete their degrees," by making

sure they remain in good academic

standing. But he said that the pro-

posed standard would require a

tracking system that would "bur-

den institutions" with another lay-

than the money you're saving."

everyone up to a given level."

student grants after proposing no budget. The money is needed to inincrease for fiscal 1992 and only a sure that the government need not Saunders, Jr., senior vice-presireduce the maximum Pell Grant be- dent of the American Council on low \$2,400 in the 1992-93 academic Education. "You'd have to give \$4,500. them credit for putting a good spin

> An analysis of the \$804-million increase for student grants shows that diverting \$332-million for use needs of middle-income families. A in the 1992 budget and subtracting the \$170-million for the scholarship program and \$50-million for improving state oversight of aid programs leaves an increase of \$252million over the \$5.5-billion that Congress allocated for Pell Grants

president at West Virginia Univer-

sity, also suggested that the Bush

Administration had not considered

the difficulties that face most recip-

ients of Pell Grants. "If they've got

a Pell Grant, they're most likely

But if the idea of instituting aca-

demic standards on Pell Grants is

rigid standard, he said.

Clarence A. Wilkes, director of unpopular on many campuses, it

A Supporter in Congress

Despite such measures, the Administration projected that its plan 'Man juniors and seniors. would climinate 438,000 students Colleges Criticize Proposal to Tie Eligibility for Pell Grants to Grades from the Pell Grant program, dropping the number of students receiving grants to 3.4 million. Officials said students would be lost by proout, we lose them. Our goal is to posals that would: Mike Garrison, the student-body

 Make it more difficult to qualify for aid as an "independent" stu

the calculations that the govern-

are able to spend for college.

■ Require college students have a C average to qualify for aid.

Bliminate Pell Grants to inside the reflected in Bush's rectutions that have student-loan de fault rates above 25 per cent.

holding down a job. They've got lots of burdens to deal with," mak-■ Alter eligibility formulas deny grants to some middle-in ing it unfair to hold them to such a come students at low-cost institu-

College officials criticized the by \$200-million in 1992 to proposals, charging that they be by \$200-million in 1992 to financial aid at Herbert H. Lehman already has the support of at least greatest need of Pell Grants. The extra award would go only there, if you're not succeeding, College of the City University of one member of Congress. Rep.

Edward M. Elmendorf, vice New York, said that if the federal Dave McCurdy, an Oklahoma president for governmental relationships government set a hard-and-fast Democrat, recently announced he tions at the American Association standard, based on grades, it would would propose an amendment to of State Colleges and Universities. deny his office the ability to help the Higher Education Act that said an analysis by his organization at the Higher Education Act that said an analysis by his organization at the Higher Education act that economically disadvantaged students, struggling with course would require high-school students showed that nearly all of the dents, struggling with course work, to have either a 2.8 grade-point avto stay in school. Current rules al-low the college to help rules allow the college to help students per cent on a standardized enwho maintain only a 1.7 or 1.8 trance examination to qualify for \$20,000.

vize students to perform better?" study and supplemental grant prostandards idea, but some lawnancial aid at the University of Caltion," he said. "Once they drop to this article.

Thomas I. DeLoughry contributed

**Th

Caris. A college's share of the sady program would rise to Transform 30 per cent, and its Pell Grants for 1993-94. The rule sthe grant program would would reduce the Supplement 10 50 per cent from 15 per

्र_{स्थर officials} said it would be to find additional money to cent, and eliminate federal coninbutions to Perkins Student Louis 1/20 line two perved. "How and the State Student Incenting estincrease the matches when especting a 10-per-cent cut alotment for the 1992-93 ac-240,000 state grants and 128,000 syear?" asked Matthew B. Perkins loans in 1993-94. In the limin, assistant director of past, Congress has rejected the Ad. Lamental relations at the Uni-Not Connecticut. "The mon-

Leproposed 25-per-cent spendarrease for student loans What we've got is the largest adget increase in a tight buller budget increase in a tight hudget ... Parent Loans for Underwhere we think it will do the best."

Like Students, and Supple-

ed sudent-loan account is an kment," which means that Novemment must provide difor all students who qualify

have recommended in bills that have recommended in bills that have needed to pay for an excution Act. The Senate legislation and increase in demand for calls for a maximum of \$3,600, and and for larger subsidies be-

the House bill would set the limitat Leof an anticipated increase in \$4,500.

The Administration's Pell Grant rates and proposed inproposal is similar to one that it is then the proposed that the maxmade last year, but that was modified loan rise by \$875, to fied to be more sympathetic to the M. for freshmen and sophoarm, and by \$1,000, to \$4,000, wher undergraduates. key change is a proposal that would allow families to protect a larger

portion of their home equity from was of Recent Trends

lamakers working on reauthoment uses to determine what they to the Higher Education Act proposed pushing the loan Euren higher—to as much as

Aportion of the increased de-The administrators praised the Administration for taking

I'm awfully glad to hear the ations," said Judith A. ty, president of Portland

lateversal of recent trends, the alka Department projected the cost of defaults would de-

library programs would be tag the biggest losers under biden Bush's request for the biden Department, falling 75 tem from their 1992 levels. The dinistration said the programs proposed eliminating—including Parch libraries and a \$6.4-million wor in college libraries—were

Carol Henderson, deputy direcgrade-point average, but who, nevertheless, often go on to succeed, Mr. Wilkes said

trance examination to qualify for aid. Said Mr. McCurdy: "The real key here is, How do you incenti-Mille Administration's argument

NIH Releases Draft of a 'Strategic Plan' for Its Future

Continued From Page A25 NIH director Bernadine P. Healy acknowledged that the successful development of a strategic planwith an overarching vision for the agency and a set of clear scientific goals-could provide an enticing we're awarding, we look like an en-more money, instead of first asking ward a strategic plan for NIH. The argument for the Administration to increase significantly the funds provided to the institutes in future

She said that the current justification for budget increases rests on "the sheer number" of grants the NIH gives each year. For fiscal 1993, the Administration has asked for a 4.9-per-cent increase for the agency. Department of Health and Human Services officials boasted

CONFERENCE

HIGHLIGHTS

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in the department's budget that the increase "is sufficient to support velopment of the plan. an all-time high number of research project grants."

more money to scientists.

'A Positive Impact'

Relying on grant figures for budget increases, she said, has not captured the imagination of the Ad- corporation and, as one, we must ministration or Congress. "Busi- develop a plan that will allow us to ing," Ms. Healy said.

when we think about developing Ms. Healy said: "When we just the Strategic Plan. But you've first have a positive impact."

She added: "We are a \$9-billion plan." But Ms. Healy said that financial sence of the situation that we are and St. Louis.

in, and we need to decide what areas to explore in the future.

sin officials decided to call the document they released a "Framework for Discussion" to empha-

"The budget has to be an issue size that it is not a funshed product. Said Ms. Healy: "These docufocus on the number of grants got to start with the plan to get now in an evolving process to titlement agency for scientists, for more money to develop a meeting in San Antonio and the Support us so we can simply give plan," she said. "I do believe that four regional ones to follow are a good strategic plan can become a part of implementing this process real justification for budget in- and obtaining constructive and creases, and I do hope that it will substantive input from the scientific community toward a final

After this week's meeting in San Antonio, the NIII plans meetings in ness as usual is certainly not work- take part in shaping our own fu- February and March in Los Angeture. We need to figure out the es les; Farmington, Conn.; Atlanta;



July 19-22, 1992 Chicago Marriott Hotel

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LEADERSHIP 2000

"Leadership 2000" is an international conference to support the professional development of community college leadership teams, including trustees, chief executive officers, faculty, staff, and administrators. The purpose of the conference is to promote effective leadership in community colleges and to encourage the expansion and diversification of leadership teams. Both leadership teams and individuals are encouraged to attend.

The conference is cosponsored by major national and state community college organizations. It will include over 100 presentations by national leaders and college teams who will focus on leadership development, political and financial strategies, diversity and access, institutional effectiveness, economic development, business and industry alliances, managing and supporting technology, governance, team building and collegiality, board/CEO effectiveness, staffing for the new century, serving older adults, community coalitions, distance education, instructional issues, student development, and other related topics.

PRECONFERENCE WORKSHOPS

A series of "Learning to Do" preconference workshops has been scheduled on the following topics important to community college leaders:

- "Learning to Assess Institutional Effectiveness in
- Terms of Student Outcomes"
- "Learning to Plan for Instructional Computing"
- . "Learning to Implement Total Quality Management"
- · "Learning to Negotiate the CEO Contract"
- · "Learning to Develop Staff for the Year 2000"
- "Learning to Overcome Gender Stereotypes to Build Effective Teams"

KEYNOTE SPEAKERS















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Preconference Workshop Fees

Mail to:

League for Innovation in the Community College 25431 Cabot Road, Suite 204 Laguna Hills, California 92653 (714) 855-0710 FAX (714) 855-6293

CHE



Auditors Question **University Claims** for \$350-Million

Continued From Page A25 from the government "invited opportunistic interpretations" and universities "used it as an opportunity to reach for all they could receive," Mr. Peach said.

The comments and testimony came at a hearing held by the Ener- not yet had a chance to review the amples at three universities where gy and Commerce Committee's Subcommittee on Oversight and Investigations, which Mr. Dingell chairs. Officials from Stanford and several other institutions that were spotlighted said the audits had misrepresented the situation. Many of the so-called overcharges in the latest round of audits were the product of the auditors' disregarding previously agreed-upon procedures, they said.

'A 50-Year Partnership'

Stanford officials were particularly critical. Auditors for one of the four agencies testifying last week said that Stanford owed the government \$231-million for excessive charges it had billed from 1981 through 1988.

The dao and the Office of the Inspector General of the Department of Health and Human Services also released initial results of their audits, which found other overcharges.

Peter W. Van Etten, Stanford's chief financial officer, said the Defense Contract Audit Agency had arrived at the \$231-million figure by "disregarding" numerous memoranda of understanding between Stanford and the government governing how its indirect costs of research would be calculated and recovered. "They are retroactively canceling" those, Mr. Van Etten said. Stanford is appealing the conclusions through administrative procedures.

No universities were invited to testify, but Mr. Dingell acknowledged their objections as he took pains to dismiss the notion that government was "now somehow welching on a productive 50-year partnership" with universities in the financing of scientific research.

There had never been an understanding that any university "could burden the taxpayers with irrelevant, improper, and, in a number of cases, illegal charges in the name of science." Mr. Dingell

Disputes Over Utility Costs

Many of the costs identified in the 28 different audits at Stanford derived from differences of opinion iver now costs for such things as utilities and building renovation versity accounts. Disputes over utility costs alone account for about \$16-million of the charges under question.

The Defense Contracting Auditing Agency did less-extensive audits at 21 other universities, covering a total of 54 fiscal years because some were examined for multiple years. Audits of another 20 universities should be completed by October 1. The agency's deputy director, Fred J. Newton, told the committee that, to date, the agency had Department reached a settlement

identified \$336-million worth of ticularly foreign governments, had charges that may have been im-received more favorable treatment properly billed to the government. from universities on overhead

cial records at the Massachusetts corned that the universities were Institute of Technology showed using federal dollars to underwrite that the institution owed the gov-research for foreign countries that ernment \$19-million for 1990. The was "enhancing their competitiveagency said its audits at Pennsylva-ness at the expense of our own." nia State University for the fiscal years 1986 and 1990, showed overcharges to the government of \$6.4said that university officials had at HHS, said auditors had found exaudit and so could not comment on foreign governments were charged the charges.

the smaller items identified, such tions-Duke University, the Johns as a portion of the \$3,406 spent on Hopkins University, and the Unilimousines for university trustees, versity of Pittsburgh-had abwere probably improper. But, like sorbed the extra costs themselves. Stanford, MIT objects to several socalled overcharges that are re-in- chief critics, Paul L. L. Biddle, has understanding.

Cruise on the Nile

and the Harvard Medical School Stanford of the Office of Naval Re-tion of Ms. Williams, although she had been especially aggressive in search, the agency that oversees shares some of Ms. lannone's ly from the NSF's research budge trying to recover costs from the how Stanford is reimbursed for its views on literature. government. "We have not gone indirect research costs. after every federal dollar we could get," said the spokesman, Ken- of the American taxpayer but neth D. Campbell.

The audit also cited Carnegie live comfortably from the fruits of Mellon University for its \$11,000 in its rescality," Mr. Biddle wrote. charges to the government for a "Silence on the part of the Stantrip by university personnel to Tur- ford Board of Trustees and the unikey and Egypt, including a cruise versity senior management makes on the Nile.

HHS audits examined whether non-selves participants in the improprifederal sponsors of research, par- eties,"

The agency's audit of 1990 finan-rates. Mr. Dingell said he was con-

Scathing Letter to Stanford

Thomas D. Roslewicz, deputy million. A Penn State spokesman inspector general for audit services no or very low overhead rates. The An MIT spokesman said some of audits determined that the institu-

Meanwhile, one of Stanford's

Stanford has taken advantage of should not expect to "continue to it seem they are complicitous in a At Mr. Dingell's request, the cover-up or, even worse, them-

by the Justice Department.

tion it has been examining as part

to federal dourt facing antiques in Massachusette inatilute of regime

sor of English at Duke Univer- to NSF, the budget for the face sity and a specialist on Africanby about 15.6 per cent.

WASHINGTON UPDATE

■ Senate backs Humanities Council nominee

■ NSF funds drawn from other departments

American literature, easily won Senate confirmation to the National Council on the Humanities last week. The National Council on the Humanities is the to the NSF's Antarctic program advisory board of the National Endowment for the Humanities. Ms. Williams was chosen after the President's first nominee, Car-

ol lannone, a teacher and administrator in the Gallatin Division of New York University, was rejected by a Senate committee in July. Several academic associations terpretations of the memoranda of written a scathing letter to the had questioned Ms. Iannone's chairman of Stanford's Board of qualifications to sit on the board, Trustees, urging him and his "co- but her defenders charged that the horts" to take a more active role in groups did not like Ms. lannone's The spokesman also disputed as- resolving the overcharge disputes. politics. Those academic associa- or prior spending laws for the second control of the sertions by some auditors that Mr. Biddle is the representative at tions did not challenge the nomina-

Congress has added about \$105-million from the budget of the Defense Department to support the Antarctic program of the National Science Foundation in fiscal 1992,

But housing programs are likely to be cut to partly offset that provi-

Counting the money that Con-

Kenny J. Williams, a profes- gress had earlier provided &

Most of the extra more cover the costs the Navy ince providing flights and other ser, o the past, the foundation had to imburse the Navy from its a money. Congress, in passing spending law for the military ulated that \$30-million in the tary budget go to pay for the sw environmental, safety, and had programs in Antarctica.

Under the law, the remark \$75-million that Congress prove for Antarctica in the Pentage budget has to be offset by a requ sion of \$75-million from the curre and housing programs. At key! according to law. The rest m come from the foundation's search budget, housing prope for the poor, or some combina of the two.

The budget office recent proved the NSF's operating plant fiscal 1992, which includes only required \$5-million cut. The ministration has now decided propose officially to Congress the difference be taken from bo

Six More Colleges Told They No Longer Face Federal Antitrust Investigations

Status of Colleges Involved in Antitrust Investigation

were no longer under investigation no action against the other 14. Offifor possible violations of antitrust

Two weeks ago, some of the 57 colleges involved in the inquiry said that they had received letters from the department telling them they were no longer under investigation (The Chronicle, January 29). With the six colleges that were notified last week, a total of 25 institutions now have been cleared by the department.

The six institutions are Bennington, Earlham, Oberlin, Skidmore, Wabash, and Wells Colleges.

The Justice Department confirmed that it was closing part of its investigation but declined to release a complete list of institutions in the inquiry, or of those that had been cleared.

The investigation started in 1989 should be allocated to various uni- and concerned allegations that some private colleges and universities shared information about tuition rates and financial-aid awards in a way that violated federal antitrust laws.

The inquiry focused on the Overlap Group, an organization of 23 prestigious private colleges in the Northeast that-until the inquiry began-met annually to compare the financial-aid awards they were offering to prospective freshmen.

Of the 23 institutions, the Justice

WASHINGTON with the 8 Ivy League universities, of the inquiry, the Consortium on of the Overlap Group but are The Justice Department told six filed suit against the Massachusetts Financing Higher Education, a under investigation, five are corn more colleges last week that they Institute of Technology, and took group of 32 private colleges that members: Johns Hopkins, Not conducts research on higher-edu- western, and Stanford Univercials at the 14 said last week that cation issues. Of those 32 institutheir colleges had not been cleared tions, 24 were included at one time go and Rochester. in the Justice Department investi-In addition, the Justice Departgation and only one—Oberlin—has ment has not cleared an organizabeen cleared.

Of the nine that are not members

All of the colleges that have under investigation have denie wrongdoing, as has coffe.

Tufte University
University of Chicago
University of Chicago
University of Chicago
Vesset College
Wellesiev College
Weslevan University
Williams College

o standards.

Congress created the 32-member ational Council on Education Slandards and Testing last June. It headed by Gov. Roy Romer of Colorado and Gov. Carroll A. Campbell, Jr., of South Carolina des federal officials, edu cators, and members of Congress. It serves as an advisory panel to he National Education Goals Pand, which is charged with oversecing the national effort to achieve the six education goals that Presideat Bush and the governors estab-

ion in the United States has gravi-Med toward de facto national Mainum expectations, the relye four-year colleges, current ed-

National Standards for Schools Backed in Report to Government Leaders

cational problems."

_{M THOMAS} J. DeLOUGHRY

WASHINGTON A committee of educators and premment officials, in what it als a turning point in the schooltelom movement, has endorsed te establishment of national stanhads that would spell out what the country's schoolchildren need to

The panel, in a report to Congess, the Education Department, and the governors involved in the national school-reform effort, says hat a new panel of politicians, edualors, and concerned citizens should be responsible for setting the standards.

The report, from the National Council on Education Standards and Testing, sets aside concerns has such standards could lead to a mional curriculum and says the guidelines are needed to set expecmions for students.

Italso calls for national testing to kep track of whether students are outing the standards.

The council's conclusions give Martisan support to President Bush's requests in his "America MO" plan for national standards adjests in key subjects. The stan-

The report makes clear

that setting standards and developing tests

"are not panaceas

for the nation's

educational problems."

duds would initially be set in the fire areas in which the President and the governors have said studeals should be connectent by 200: English, geography, history, mathematics, and science.

The National Council of Teachm of Mathematics, the National Center for History in the Schools at the University of California at Los Angeles, and the National Research Council are among the fours already at work developing sandards. Their work would be reviewed by the proposed new panel that would make the final decision

National Advisory Panel

lithed in 1990.

"In the absence of well-defined ind demanding standards, educa-Ant says. "Except for students the are planning to attend seleccallon standards focus on lowevel reading and arithmetic skills

and on small amounts of factual test results ultimately could be Learning Research and Developmaterial in other content areas.

country have settled for far less mitted to college, or who is certi-council, said the standards and than they should and for far less fied for certain types of employthan do their counterparts in other ment. developed nations."

for American Education," says not panaceas for the nation's edu- [and] end the cycle of low expectastandards would provide "an increasingly diverse and mobile population with shared values and knowledge." The tests used to measure teachers to teach to the new levels,

achievement of the standards to providing students and educashould be voluntary for each state tors with incentives to improve, and have "the capacity to produce and to reducing health and social useful, comparable results," the barriers to learning. report says. The council says the Lauren Resnick, director of the

meet the standards, to preparing

used for determining who gradu- ment Center at the University of "Consumers of education in this ates from high school, who is ad- Pittsburgh and a member of the ers, community advocates, and ed-The report says that setting stan- ucators the tools they need to The report, "Raising Standards dards and developing tests "are transform our education system.

> It adds that attention must be 'High-Stakes Decisions' paid to developing curricula to

Many education researchers are leery of using national examinations for "high-stakes decisions" related to promotion or graduation. A group of more than 30 education professors—including Linda Darling-Hammond of Columbia Uni-

versity. John I. Goodlad of the University of Washington, and Judith Lamer of Michigan State University-sargues in a written respopse to the council's report that "the limited information available from test results should not be used as sole determinants of students' educational futures-e.g. for tracking, promotion, or graduation decisions—or for assigning consequences to schools."

The statement adds: "Past research and experience have shown that these inappropriate uses of test results ultimately narrow cutriculum, thus lowering standards. and create perverse incentives for schools to artificially raise scores by pushing out low-scoring students rather than improving the quality of education."



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\$33-Million Program Aims to Increase Number of General Physicians

encourage medical students to care (The Chronicle, July 3, 1991). Colleges. choose careers as general practitioners has been announced by the tion of physicians who were gener-Robert Wood Johnson Founda-

Officials of the foundation, the nation's largest health-care philanthropy, fear that too many physicontinues, the proportion is ex-stead of a pediatrician or a family cians today choose highly focused medical specialties, a situation that makes primary health care scarce and costly for most Americans.

Michael P. Beachler, a senior program officer at the foundation, says the health-care problem will reach "crisis" proportions in a few years if steps are not taken now to remedy it.

"If you're going to turn the trend around, it's going to take time." Mr. Beachler says. "The resounding chorus among certain segments of the medical-education community is, 'We need more general physicians."

The foundation's program, the Generalist Physician Initiative, will seek to encourage medical students to become family practitioners, general internists, and pediatricians. The program will award a total of \$32.7-million to medical schools over the next seven years.

To receive the grants, medical schools will have to develop plans that could ultimately change the way they admit students, the way students are taught, and the way researcy training is structured.

Second Major Program

The foundation's effort is the second major grant program announced in the last year that aims to make general health care more available. Last year, the W. K. Kellogg Foundation awarded nearly \$47.5-million to universities to foster the development of community-based health care. Kellogg seeks to improve health services "for underserved people in unreached areas" by, among other

PRIVATE SUPPORT

Unrestricted, \$225,000 each to Asbury College and Missouri Baptist College. BAXTER FOUNDATION

Solonos. For support of young heulty: members in biomedical engineering and immunology: \$1-million to Northwestern

DAMEPRIN FOUNDATION i. Louis 63105-1903 Student aid. For followships for impority doctoral candidates: 5315,000 over three vears to Brown U.

STEELE-REESE FOUNDATION cio Davidson, Dowson, and Clark 330 Madison Avenue Student aid. For scholarships: \$300,000 to Affectson College (formerly College of Idaho).

Gifts & Bequests

College Misericordia. For an athletics and health facility: \$1-million from Robert S, and Geraldine R. Daley Anderson.

East Carolina University. For the athletics 7-dapartment: \$500,000 from Bob and Margaret Ward.

Gerdrey-Wahla Gollege. For construction. ardner-Webb College. For construction of a lake on the campus; \$1-million from Huey H. and Wyndolyn Royster Holli-

things, increasing the number of executive vice-president of the As-ernments, private insurers, health-A \$33-million grant program to graduates who choose primary sociation of American Medical maintenance organizations, hospi-

> From 1965 to 1988 the proporalists decreased to 30 per cent, from 42 per cent, according to two reports that examined the national supply of physicians. If that trend pedist or a gastroenterologist inpected to drop to 25 per cent early in the next decade. The studies were conducted by the Graduate Medical Education National Advisory Committee and the Council on Graduate Medical Education.

A better balance between generalists and specialists would be "50- hope their program will push medi-50." says Edward J. Stemmler, cal schools to work with state gov- tion's program, each of up to 18 65212 (314) 882-1613.

Attracted by Higher Incomes

Muny doctors in the United States want, among other things, the added prestige of being a orthopractitioner, Dr. Stemmler says. They are also attracted by the high-fields filled up completely. er incomes possible in specialty areas, he adds. Dr. Stemmler serves foundation on the new program.

tals, and community health centers to increase the number of general

education at the University of Pennsylvania Medical Center, says his center saw only 60 per cent of its training positions in pediatrics filled last year, while specialized

Frederic D. Burg, vice-dean for put their plans to work.

Something has to be done to reverse the number of students who on a committee that advised the are "being driven away from primary care," says Dr. Burg, who is Johnson Foundation officials also a professor of pediatrics.

In the first phase of the founda-

medical schools will be awarded one-year planning grants of as much as \$150,000. From those, the 12 schools that develop the most comprehensive strategies for increasing the number of general physicians each will receive sixyear grants of up to \$2.5-million to

A one-day workshop for medical schools interested in the program will be held this month in St. Louis. The application deadline for grants is May 29. The first recipients will be announced in October.

More information is available from Jack M. Colwill, chairman of the Department of Family and Community Medicine, University of Missouri, M228 Medical Sciences Building, Columbia, Mo.



Florida A&M University is gaining on Harvard University in the recruiting war for some of the country's brightest black

This year Florida A&M has 62 Vational Achievement Scholars in its freshman class, while Harvard has 64. The scholars program, run by the National Merit Scholarship Corporation, recognizes outstanding black high-school students. The students are chosen based on their grade-point averages and Scholastic Aptitude Test scores.

"Historically black colleges should lead the country in recruiting the top black students," said Eddie Booker, the university's spokesman. Mr. Booker said Florida A&M had been able to attract more of the students because its president. Prederick S. Humphries, meets with students and offers them scholarships and internships.

The student government at Auburn University passed a resolution stripping a gay and lesbian association of its charter, but a university administrator stepped in to override the action. Members of the student

government voted 23 to 7 to throw out the charter of the gay and lesbian organization.

Student groups that are chartered are entitled to apply for student-fee money, receive discounts on advertisements in student publications, and hold meetings in the student union. The gay and lesbian group was given a charter by last year's Student Covernment

"The majority of students here object to the group's receiving funding," said Don Waggoner, the Student Government Association's president. "Many students also oppose the group because of state laws against sodomy and because the life style of the group carries

Last month Pat H. Burnes, vicepresident for student affairs. verrode the student government's resolution and said the guy group could keep its charter. The gay and esbian group had threatened to suc the university if it was denied u

Students at Rensselaer Polytechnic Institute were dialing for jobs, not money, last

Since the job market for college graduates is bleak, 32 Rensselaer students called 850 alumni to drum up job prospects as part of a

About 50 per cent of the alumni contacted said they would recruit on the campus, accept students' ೀಸಾಗ್ send job announcements to the university.

"We knew the job market was ollen, so rather than complain we came up with this quick, low-cost way to address an urgent problem, said Vicki Lynn, director of the miversity's career-development

Students

Colleges Have Done a Bad Job of Explaining Affirmative Action to Students, Critics Say

As a result, some whites view themselves as victims

By MICHELE N-K COLLISON

As colleges struggle to attract minority students and bring a greater mix of undergraduates to their campuses, some critics say that admissions offices have done a poor job of explaining their affirmative-action policies to prospective students and their parents. As a result, the critics say, colleges are contributing to the view among some white students that they are being passed over for unqualified members of minority groups.

"Colleges could come out and say, "We want a diverse class with musicians, athletes, and minority students," " says Reginald Wilson, a senior scholar at the American Council on Education. "But colleges with good affirmative-action policies act like it's something dirty they have to

Many Constituencies to Please

Some white students, believing that simply being black or Hispanic would put them at the top of a college's list, have gone so far as to identify themselves as minority-group members on college applications. In addition, high-school counselors say some minority students mistakenly believe that they will be accepted to competitive colleges simply because of the color of their skin.

Some say the lack of clear information from colleges is feeding a backlash against affirmative action. In the last year, a white student filed a complaint against Duke University, claiming she had been rejected by the institution even though she said she had a better academic record than a black high-school classmate whom Duke accepted. And a white student at the Georgetown University Law Center touched off a flerce debate over affirmative action by writing an article saying that black students who had been admitted had lower test scores and grades than their white classmates.

College admissions officers acknowledge that they may appear secretive, but they say they do not divulge the details of their policies for good reason. Many worry that critics of affirmative action will misrepresent college policies and inflame the tensions that aiready exist between will students and members of minority groups.

"Colleges are sneaking into diversity." says Bruce G. Poch, dean of admissions at Pomona College. "Colleges don't call attention to their policies because they don't want to be spotlighted."

Mr. Poch says universities "ought to come out of the closet," and he asks: "If they're doing a good job, why are they ashamed?" But he adds that admissions officers are unwilling to be more open because they must please different constituencies and don't want to draw attention to something that could be controversial.

High-school counselors say some of the mystery and hostility surrounding affirmative action could be reduced if colleges



Valerie Bell: Admissions officers should ask whether a low-income minority student has "taken advantage of his environment."

were more candid. Indeed, no one outside an institution knows exactly how a college arrives at its decisions about whom to accept. And although institutions say they practice affirmative action, few tell students and parents exactly how they carry out that concept.

"When you keep something a secret, you make it suspect," said Elsa Clark, director of college counseling at Immaculate

Heart High School in Los Angeles, speak ing a meeting of the National Association of College Admission Counselors, "Students just don't understand what colleges are trying to do. When admissions representatives come to my school, I encourage them to explain their affirmative-action policies to all students." olicies to all students."

Admissions officers interviewed for this."

Continued on Following Page

boxes on their applications that say

Canchola-Flores of Brown,

they are black, Asian, or Hispanic.

"I had a Jewish student who

Although some students com-

Says Andrew P. Cornblatt, di-

rector of admissions at the George-

town University Law Center:

"There is more of an outcry when

it has to do with race than with

privilege."

Affirmative-Action Failings Said to Cause a Backlash

article said their institutions practiced affirmative action, but only a handful would release details about how their choices are made. What is clear is that even perfect grades and test scores will not guarantee admission if a student isn't desirable in other ways.

In addition to grades, institutions might consider students' ability to lead, their sense of curiosity. and their enthusiasm. Colleges also try to recruit athletes, musicians, low-income students, disabled students, the children of alumni, and those from minority groups.

Marcy Whaley, associate director of admissions at the California Institute of Technology, says admissions officers always look beyond grades. "There are too many good students for us to admit," she says, "We select them based on what we need and what we want. Maybe this year we need a first baseman or a flute player. We have the luxury of looking at more than

Anthony Canchola-Flores, associate director of admissions at Brown University, says that colleges want a mix of students from various parts of the country and from various racial and socioeco-

"If you have three seniors, it's not who's the best academically, but who will bring the most to campus," says Mr. Canchola-Flores.

David Wingood, acting director of amissions at Duke University, says of the college-admissions process: "This is not an exact science. There is no formula."

Berkeley Issues 'Targets'

Although most institutions say they do not use quotas or goals, their desire for diversity may mean that a minority student, an athlete, or a musician may be admitted over another applicant who has higher grades or test scores. But institutions say they do not take any students who are unqualified to do the work required.

The University of California at Berkeley is one of only a few institutions that spells out its desire for a diverse class. Each year it issues 'targets" for athletes and for lowincome and disabled students, as well as for minority students. "These are targets, not ceilings or floors," says Andre Bell, director of admissions at Berkeley. For instance, Berkeley would like to admit 1.600 to 1,800 minority students in a freshman class of 8,200.

Some institutions judge minority ing that Duke had discriminated students' grades and test scores against her. differently from those of white students. Admissions directors at plaint, which was published in sevthose institutions say it is unfair to eral newspapers in the Southeast, invite those who are qualified," he expect students who do not come Ms. Elkins said: "I write to make said, from white, middle-class back- public the most overlooked traves-

Officials at one college who asked to remain anonymous say rence is downing the aspirations of cosm of the nation, and we try to be sociated Press: "I am so mad right whites. dents on average have lower Scholastic Aptitude Test scores than white students. So the institution evaluates black students according to the average score for blacks, and whites according to the average Archie B. Meyer, acting regional score for whites.

Valerie Bell, associate dean of Rights, wrote in his report that Ms. partment found that both women

Continued From Preceding Page admissions at Oberlin College, agrees that when considering a ter, associate dean of admissions at low-income minority student, admissions officials should consider the student's background.

> "You don't penalize a student for not having money," she says. "You evaluate the school and you ask, Did this person excel within the walls of this institution? You ask, Has he taken advantage of his environment?"

Admissions officials say they frequently are accused of accepting minority students who have lower scores than white students. But they say that many times the white who loses out hasn't demonstrated other characteristics that contribute to the college. You may white students, desperate to get might make the student attractive. play sports, the violin, or do sci- into prestigious institutions, check

Elizabeth Elkins, who attends Jacksonville State U.:

Reverse discrimination is "an overlooked travesty."

into Duke University? Ms. Elkins

She says the admissions office at

Duke rejected her last spring and

accepted a black classmate from

her high school even though Ms.

Elkins says her academic record

was better than the black stu-

dent's. Kamara Morris, the black

student, has told reporters that she

was just as qualified for admission

Ms. Elkins filed a complaint with

the U.S. Education Department's

In a letter outlining her

'Microcosm of the Nation'

In December, the Education De-

partment ruled that Duke had not

discriminated against Ms. Elkins.

as Ms. Elkins.

thinks it's because she is white.

For instance, Avis Hinkson-Lesof two students, one black and one

white, who applied for admission high school. The white student had a slightly higher class rank and slightly higher SAT scores than the black student, but the black student had been more active in afterclass activities. Pomona accepted the black student and rejected the

white one.

Why didn't Elizabeth Elkins get Morris "was accepted because she had scored 1180 out of a possible

had a stronger application based on

test scores, academic achieve-

ment, personal qualities, and rec-

ommendations." He said Duke's

acceptance of Ms. Morris also add-

ed to the racial diversity of the uni-

versity. And he added: "The evi-

dence does not show that Student

B was accepted solely on the basis

of her race." The report referred to

Duke officials said they were

pleased with the outcome. "The

results confirm what we knew to be

acting director of admissions at

Mr. Wingood said the university

color contribute to camous life."

director of the Office for Civil in Alabama. The Education De- could offer to someone else."

Duke. Mr. Wingood said that Duke

Ms. Morris as Student B.

Office for Civil Rights charg- the case," said Harold Wingood,

When a Black Applicant Is Accepted and a White Is Not:

Case at Duke U. Illustrates Use of Race in Admissions

ence research, but you have to do

The widening of the applicant checked the Asian box." says Mr. pool to include more members of minority groups has made white Pomona College, describes a case students resentful, college officials

plain that colleges give extra con-"It is true, the number of places sideration in admissions to the chillast fall from the same Midwestern for white males and females is dren of alumni or to athletes, ad. missions officers say students smaller in 1991 than it was in 1971," says Mr. Wingood of Duke. typically are much more angered "They aren't the only ones in the by special consideration for minorpool. Twenty-five per cent of the applicants are now minority."

Calls by Disgruntled Parents

Admissions officials say they "All students have to demon- frequently receive telephone calls strate abilities beyond the class- from disgruntled white parents room," says Ms. Hinkson-Lester. who feel their children were unfair-"We want the whole student to ly rejected for admission. Some

Harold Wingood, acting director of admissions at

Duke U.: "We only invite those who are qualified."

1600 on the Scholastic Aptitude

Test. While Mr. Meyer found that

Ms. Elkins had scored higher than

Ms. Morris on various Achieve-

ment tests, Ms. Morris had slightly

better grades and better recom-

mendations than did Ms. Elkins.

Ms. Elkins, who is now a student

at Jacksonville State University,

does not plan to take her complaint

further. But she said that in its

study of her case, the Education

Department had failed to consider

that she was an athlete and took

tors she believes should have made

her more attractive to Duke than

Ms. Morris, the black student,

'I Am So Mad'

he said. "Minority students and face. I am just as well qualified as

Ms. Elkins and Ms. Morris both was picked because I was qualified

Some college officials say highschool counselors bolster the idea that colleges are interested in mi-

nority students, regardless of their academic abilities. "They tell these kids, 'You should definitely apply there. You'll get in because you're black,' " says Gregory C. Roberts, executive director of the Baltimore Educational Scholarship Trust, a program that places black students in private high schools. 'They're not telling these kids that the reason they will get in is because they are top students."

Admissions officials say some black students have come to think they can use their race to their advantage. "My daughter's friends were talking and one said, 'I only have to have average grades and I'll get in because all these colleges are beating the bushes looking for minority students," " says Berkeley's Mr. Bell. "I had to explain that that was not true. Colleges are not accepting minority students just because they are black. They

A Demoralizing Process

Some high-school counselors say the college-admissions process can be demoralizing for minority students. The attacks on affirmative action have prompted some to question their abilities because, officials say, the students are never sure if they've been accepted because of their color or because of their abilities

are looking for students who can do

"The son of a friend of mine gol accepted to Yale," says Georgia Booker, a college counselor at Woodrow Wilson Senior High School in Washington. "A teacher said, 'They must have really been looking for blacks.' She said this in front of the entire class. You know that was hurtful to that student. It was a blow to him. Colleges ought to be saying these are academically

advanced-placement courses, factalented students." Critics of affirmative-action policies say institutions could reduce some of the resentment of white students by looking at economics. instead of race, when making admissions decisions. Indeed, some grounds to have had access to the ty in our nation's colleges and unidecided to attend Cornell Universi- say that in their quest to diversify when making admissions deci- clined to be interviewed for this been shunned in the past, colleges tion. This now common occursions. "Universities are a microstory, but last fall she told the Asare overlooking disadvantaged

representative of the population," now, tears are streaming down my Admissions directors expect the controversy over affirmative acdisadvantaged students are a mi-

nority on this campus. Students of you're picking a black person who "Admissions is not a fair game, is not qualified. I'd like to think I says Leon Braswell, associate dean of admissions at Bowdoin and because I had a little bit more I College. "Someone will get hurt. black kids as well as white, as we -MICHBLE N-K COLLISON open the doors to more people."

11 18 34

The American Council on Education gave an award last coult to Creed C. Black, resident of the Knight Foundation addiving force behind the Condation's sports-reform punel. The council, which has pocated reform in college sports Grivo decades, honored Mr. Back and the Knight Foundation for mating the Knight Commission on intercollegiate Athletics. The award redited the Knight panel's report March, which called for changes athe academic, financial, and premance policies of college gens, with spurring the adoption (a package of tough academic undards approved at last month's recting of the National Collegiate Addetic Association. Meanwhile, the Knight panel sus to release a sequel to its March 10 report. The follow-up report.

The Knight Foundation also said awould keep the commission in business at least through the MAA's 1993 convention, when one of the pagel's key proposals—the mation of a certification, or peereview, system for big-time sports grograms—is expected to be

pproved most of the changes proposed by a special panel reviewing the association's worcement procedures. Among other things, the panel directed the NCAA's infractions ommittee to create a ''summary disposition" process for early resolution of cases in which investigators and college officials agree on major findings, and to al main parties in a case. tquire a vote of the NCAA's

ommary judgment. Some of the proposals approved

the council represented major langes in the NCAA's procedures ^{or investigating} its members. The summary-disposition even years, and may encourage

stream of bad publicity that often ccompanies infractions cases. Other changes include requiring the infractions committee to develop a conflict-of-interest policy for all

NCAA officials involved in enforcement, and liberalizing the tisociation's policy about the use of ape recorders by investigators. which would also make recordings of interviews more widely available to college officials.

abe released next month, will assess the progress made in college sports

The NCAA council has provide transcripts of all hearings to Two other major changes would

membership to take effect and hence were not considered by the ouncil. They would open morement hearings to the public od require the use of independent fearing officers to rule in cases that cannot be decided through

pacess is the most radical. It would belp address complaints from some officials about investigations that drag on for many months and

^{olleges} to plead guilty to violations al an earlier stage to stop the steady

Athletics

Draft Memo Stresses Need for Sex Equity in Dropping Teams

Continued From Page Al 1972, which bars sex discrimination in programs receiving federal assistance.

"I think it will be perceived as a warning, and in that sense it's good," said Donna Lopiano, director of women's athletics at the University of Texas at Austin. "It'll be interesting to see if the presidents think this is a real shot across the bow, or just a bag of flour."

Said another women's-sports advocate, who asked not to be identified: "It's not bad, especially considering that they haven't done a damn thing for the last 10

A Basic Premise Is Restated

The OCR memorandum begins by restating a basic premise of Title IX: that colleges must offer men and women equitable opportunities to compete on sports teams, and that the ratio of female to male athletes must be substantially equivalent to the ratio of women to men in the undergraduate student body.

When the rate of participation by women differs from the proportion of women in the student body, the memorandum says, a college must be able to show a "history or continuing practice of program expansion



Donna Lopiano of the U. of Texas at Austin: "It'll be interesting to see if the presidents think this is a real shot across the bow, or just a bag of

for students of the underrepresented sex," or prove that the interests and abilities of the sexes are equally accommodated. The memo goes on to warn colleges that

cutting an equal number of men's and women's teams does not insure compliance with Title IX, since they may be cutting equally from inequitable sports programs. Colleges may also violate Title IX. the memorandum advises, if they fail to offer the same sport to men and women, provided that athletic opportunities for women on the campus historically have Continued on Following Page

'SADDEST DAY OF MY LIFE'

Football Coach at U. of Massachusetts Resigns to Protest Scholarship Freeze



Jim Reid resigned because he thought his integrity had been compromised. It troubled him to make scholarship offers and then have to renege on them.

By DOUGLAS LEDERMAN The football coach at the University of Massachusetts at Amherst quit last month after learning that the university had instituted a temporary freeze on the awarding of new football scholar-

Jim Reid, who had been at Massachusetts for 19 years, including the last six as head football coach, said he had resigned because he thought his integrity had been compromised. It troubled him, he said, to have to make-and then renege on-scholarship offers.

"This is the saddest day of my life," he told the Associated Press.

University Loses \$55-Million

The University of Massachusetts has been devastated by budget cuts forced by the state's economic travails. All told, the university has lost more than \$55-million in state assistance since 1988, dropping its annual budget to \$112-million from \$167-million.

The athletics program has not been spared. Besides sharing in the institution-wide budget cuts, the sports program has lost about \$500,000 in student athletic fees because of shrinking enrollment, said Richard O'Brien, the chancellor. And more troubles are in the offing: The university is nearing completion of a multimillion-dollar hockey arena, but it does not have enough money to support the hockey team or pay the cost of maintaining the new facility, the chancellor said.

The university announced in May that it would eliminate four varsity teams (men's soccer, women's volleyball, and men's and women's tennis), reduce financial support for men's and women's skiing and men's and wom-

en's swimming, and cut personnel in football and sports medicine.

But those changes were not enough. When further cuts became necessary this winter, the university opted not to drop any more teams, hoping to maintain a broad array of athletic programs. "The question became whether to go further down the track of dropping teams or take it out of the hide of the most expensive sports," said Mr. O'Brien. "We reluctantly decided to do the latter."

So, late last month, the athletics director, Frank McInerney, called Mr. Reid into his office and told him that the university could not afford to offer any new football scholarships.

That was the last straw for the coach, who had earned a reputation at Massachusetts for eating bag lunches and sleeping on the floor of other coaches' hotel rooms to save money during the recruiting process.

Will Continue to Field a Team

Mr. McInerney said in an interview hist week that the university would honor the seven scholarships that Mr. freshmen already had accepted-for next year. But the director said the university would award only about 50 football scholarships over all, well below the 63 that its league, the Yankee Conference, allows.

Chancellor O'Brien said the university would continue to field a football tenm and play in the Yankee Conference, even though the league's other nine teams offer more scholarships.

He said the university would need about \$1-million a year in additional Continued on Following Page



International

By JENNIFER LEWINGTON

Record low increases in government

spending on Ontario's colleges and univer-

sities for the next three years will turn up

the pressure on postsecondary institutions

to use their education dollars more effec-

The University of South Florida covered up rape charges against a star basketball player and treated the alleged victim unfairly in order to maintain the athlete's eligibility, a report to the Florida Board of Regents has charged.

The 60-page report by a special panel investigating the university's handling of a sexual-battery com-- plaint involving two students called for "significant structural, procedural, and personnel changes" to be considered at South Florida,

The panel strongly recommended, for example, that the athletics director report directly to the university's president, instead of to the vice-president for student affairs, as has been the practice.

The panel also endorsed several changes recommended by South Florida's President Francis T. Borkowski, such as revamping the student judicial and disciplinary systems to eliminate conflicts of interest, permitting hearing officers to consider a pattern of offenses, and providing for immediate suspension when serious charges are involved.

The committee, made up of six staff members from the state-system office, concluded that South Florida officials had given special treatment to a former basketball player, Marvin Taylor, who was accused in October 1989 of assault-

Continued From Preceding Page

of sustaining a viable team.

ened with lawsuits.

been limited and that female ath-

letes are interested in and capable

That last example applies to two

institutions—the University of

Oklahoma and the College of Wil-

liam and Mary-that tried to drop

women's basketball in the last two

years. After announcing the aboli-

tion of their teams, both institu-

tions reversed course when threat-

Some Seek Stronger Document

College officials said the OCR

"It would be helpful not to have

document could help other institu-

tions avoid similar embarrassment.

institutions wander into the morass

that William and Mary and Oklaho-

ma did last year when trying to

delve into the same standard," said

Sheldon E. Steinbach, general

counsel for the American Council

that a private group, World Class

Soccer Camp, had agreed to do-

nate \$780,000 to keep the universi-

sound athletics program.

Massachusetts alumnus.

ATHLETICS NOTES

■ U. of South Florida covered up rape charge, state panel says

- Syracuse basketball star sues the NCAA for 'mental anguish'
- NCAA panel restores the eligibility of Texas basketball player

ing a female student. It also said the female student was harassed into withdrawing her allegations and had overlooked subsequent complaints of assault and harassment against Mr. Taylor made by three other women.

Shortly before Mr. Taylor's athletics eligibility would have expired last February, he was dismissed from the team for violating emfew, the report said.

Florida's regents are expected to consider the panel's report at their regularly scheduled meeting this

If the regents accept the report, it could affect a proposal at South Florida to establish a new intercollegiate football team. A university panel studying the feasibility of such a program will also meet this --- DEBRA E. BLUM

A Syracuse University basketball player sued the National Collegiate Athletic Association in a New York State court last month, claiming the association's

Colleges' Reaction to Proposed Memo on Sex Equity Is Mixed

shaping their discussions about

College officials, however, dis-

While Ms. Lopiano and other ad-

vocates for women welcomed the

OCR initiative, most of them said it

office to make the memorandum

stronger by clarifying the depart-

ment's stance on the requirements

of Title IX. In response to oca's

request for comments about the

memo, Ms. Lopiano asked the civ-

il-rights office to make it clearer

that colleges must be sure they are

giving men and women equal op-

portunities to participate in sports.

sented among a college's athletes,

she wrote, "it is important to deter-

mine whether adequate efforts

have been pursued to move club

Continued From Preceding Page amend its recommendation to urge they get penalized, while the

money to sustain a broad, fiscally the state to contribute the financial schools that never expanded in the

However, with few positive

signs in sight for the Massachusetts

ing more state aid for athletics, in-

ing the university to continue to to put money into sports at a time the civil-rights office then follows

play football at its current level. like this," he said, "but it makes through in its efforts to monitor

In what could be a hopeful sign. goal, Mr. O'Brien said Governor said Ms. Robinson.

"as helpful as he can."

on Education, "If the document sports for the underrepresented

were at all helpful, it would be an sex to the athletic-team level or

enormous aid to administrators in equal scholarship dollars are being

Mr. O'Brien announced last week William F. Weld had offered to be

ty's men's soccer team alive. The economy, the chancellor said he

soccer organization is run by a recognized that the idea of provid-

heartened by a recommendation social programs, could face signifi-

sachusetts Governor last week urg- "It would be a little bit difficult

from an advisory panel to the Mas- cant political hurdles.

The chancellor asked the panel to good economic sense."

Mr. O'Brien said he was also stend of for academic uses or other

Football Coach Quits U. of Massachusetts

When women are underrepre-

They have asked the civil-rights

didn't go far enough.

agree about how helpful the docu-

posure by declaring him ineligible

The NCAA revoked the eligibility of the athlete, Conrad McRae, in November, when Syracuse report- first six games. ed that he had received improper transportation and other minor benefits from a New York City "street agent" who, according to news reports, had recruited Mr.

McRae on Syracuse's behalf. In November, lawyers for Mr. McRae asked a state court for a restraining order that would reinstate him. Although one state judge temporarily restored Mr. McRae's eligibility, another upheld the NCAA ruling after a hearing, keeping him on the sidelines.

In December, however, the NCAA's eligibility panel reversed itself, after learning from staff memhers of the association that Mr. McRae had told NCAA officials of the contact with the street agent before he enrolled at Syracuse. Although Mr. McRae regained

his eligibility and immediately be-

used to recruit male and female stu-

Other higher-education officials

flawed for different reasons.

Jeffrey H. Orleans, executive di-

rector of the lvy Group, said the

memorandum tells colleges what

they cannot do, but gives them lit-

tle guidance about what they

should do. Mr. Orleans also argued

that the use of participation rates to

gauge a sports program's compli-

ance with Title IX was "outmod-

ed." and that ocn should focus on

making judgments about individual

programs rather developing overly

general counsel at Yale University.

applauded ocn's interest in equity,

she called its approach in the mem-

By focusing on how colleges

should cut programs, rather than

on the broader questions about

overall compliance with Title 1X.

the civil-rights office "hits the

schools that overexpanded, and

"There are some very serious

compliance issues regarding Title

IX, but they ought to be addressed

head-on rather than through the

back door against schools that

happen to be engaged in reduc-

tions because of budget cuts," she

Most college officials agreed on

one thing: The oca's draft guide-

lines will make a difference only if

compliance with the law.

orandum wrongheaded.

support needed to achieve that first place are not questioned,

While Dorothy Robinson, the

said they believed the ocr memo

Little Guidance Offered

officials had caused him mental an- yers amended their complaint to the university had stood by while guish and denied him television ex- the state court to sue the associa-

They claim that the NCAA damaged Mr. McRae's career by keeping him out of four of Syracuse's

An NCAA council subcommittee has restored the eligibility of a basketball player at the University of Texas at Austin, overruling several earlier decisions by another NCAA panel.

The council's subcommittee on eligibility appeals for Division I said new information provided by the player, Dexter Cambridge, "convincingly corroborated" the university's claim that \$2,400 of a \$7,000 gift Mr. Cambridge had received from a booster when he was enrolled at Lon Morris Junior College was actually payment for work — no as its 67th member.

completed. The NCAA hadded. Mr. Cambridge ineligible bets of the gift, which it said viole the association's rules against pproper benefits for athletes. Mr. Cambridge originally arrest

that the money was a gift free former employer as a reward (graduating, and the NCAA hadys tended that it was a payment for on-court performance.

Because of the new eviden, the panel agreed to reinstate the Cambridge at the start of the month as long as he repaid it \$4,600 that was not earning inwork. Mr. Cambridge had sued it: NCAA in federal court in an attemp to regain his eligibility, but had he at the district-court level. -b

Briefly Noted

A panel of professors, or dents, and coaches has issued preliminary report recommendation that the University of California Davis upgrade its athletics program to the National Collegiate Athletic Association's Division [1] from Division II.

■ The College Football Association announced that it had added California State University at Fre-

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President Bush's science advisor, and warned them that, without help, the scientific enterprise in Russia was in danger of collapsing. A similar plea is expected from

The government of Estonia bas decided to increase substantially the size of its increases in the cost of living in the former Soviet republic. The government will now give nodents what it is calling a "social grant" on top of the stundard higher-education grant. In addition,

Estonia switched to a freemarket economy three months ago.

institute in Europe opened its doors in France last month. used in a chateau in Burgundy, the European Islamic Islitute will train scholars and

the Union of Islamic Organizations

Hance. Several are from countries of Eastern Europe and the former

mispatich

"Operation Plowshare," a proposal to hire Russian nuclear stentists to dismantle nuclear writeads in the former Soviet Union, is gaining support in the Bush Administration and could be undered to include assistance to to Seek More Effective Approach to Spending broadened to include assistance to oher Russian researchers.
Those involved in the discussions say the proposal, which is expected to be announced soon, will tap a 500-million fund appropriated by Congress last year to dismantle Soviet nuclear weapons. The money would be used to employ as muny as 2,000 Russian nuclear scientists Several Administration officials

tively. The squeeze on provincial budgets—the have expressed concern in recent prime source of operating funds for all uniaccks over attempts by Libya to versities and colleges in Canada-is prodlie top Russian nuclear scientists. ding the institutions to make the kind of many of whom are earning barely adjustments already adopted by many busmough to buy food because of inesses here as they try to do more with Russia's crumbling economy and tep cuts in military spending. How well higher education adjusts to the White House officials are also

new fiscal reality will be watched closely in concerned about the plight of Ontario, which is home to 40 per cent of Russian scientists in general, who are in the same predicament. Canada's college and university students. Last month Yuri Ossipyan, a Traditionally a wealthy province, Ontario science adviser to former Soviet is now being forced to tighten its belt.

\$10-Billion Deficit in Ontario

Battered by a deep recession and a \$10-

billion (Canadian) deficit, Ontario last

month delivered the bad news that the

province's Premier, Bob Rae, had warned

for months was coming. Taking fiscally

conservative measures, Mr. Rae's left-of-

center New Democratic Party government

unnounced that grants to colleges and uni-

versities would rise only I per cent this

year and 2 per cent in each of the next two

years-helow the expected inflation rate.

In New Brunswick, the provincial gov-

President Mikhail S. Gorbachev. met with White House officials, including D. Allan Bromley.

Mexey Yablochev, Russia's chief of public health and the environment. when he comes to Washington this week for a conference.

grats to university students to help compensate for sharp the government is offering nodents, for the first time, loans of φ to about \$1,200 per year to help them pay tuition costs. However, students reportedly are reluctant to accept loans out of fear that they will not be able to repay them.

The first Islamic theological

directors of Islamic-study centers who have a European vision of lsam. The very existence of the assitute, however, has raised some concern in France that it will become ^{a hotbed} of Islamic lundamentalism. It was founded by

The first class is made up of 50 Budenis, only 17 of whom are from

The Labor government faces an election



Budget Squeeze Pressures Colleges in Canada

Ontario's institutions face record low increases in government funds for next three years

Geraldine Kenney-Wallace of McMaster U.; "You can't do more of the same or less of the same. It requires a fundamental re-analysis of what you're doing."

ernment last month froze grants to its universities for the next two years. Government advisers had recommended a 4-percent increase in the higher-education budget. Alberta has announced a 3-per-cent increase for next year, just slightly above Canada's inflation rate.

The Ontario government also decided to



Richard Allen, Ontario's Minister of Colleges and Universities: "The question is, Can we turn it into creative change, or do we turn it into a disaster?"

raise by 7 per cent both tuition and the & amount of financial aid available to needy students. Students in Alberta will pay about 15 per cent more in tuition and fees next year.

Even after such increases, the tuition rates in Canada will still be significantly Continued on Following Page

Renewed Focus on Job Training Expected as Australia Battles Recession

By GEOFFREY MASLEN

As Australian higher education gears up for the start of a new academic year this month, the prospects for increased federal support are better than they have been in

What has changed since the 1991 academic year ended in December is the country's political leadership. There's a new Prime Minister, a new Treasurer, and a new senior education minister. The new government has already indicated that education, and particularly job training, is high on its agenda.

Paul Keating, who ousted Bob Hawke as Prime Minister in December, rewarded the former education minister, John Dawkins for his strong support by naming him to the country's top economic post-that of Treasurer.

Election Within 18 Months

The new Minister for Employment, Education, and Training is Kim Beazley, a protégé of Mr. Hawke's who lost his finance portfolio in the cabinet reshuffling that followed Mr. Keating's takeover. Peter Baldwin retained his position as highereducation minister in the shakeup.

within 18 months and, with Australia in a deep recession, the Keating administration has said its main tasks will be to create The second section of



Employment, Education, and Training: Observers say his opportunity to make significant changes will be limited.

more jobs and restore confidence in the

Mr. Dawkins has made the unemploy ment problem his first priority. Australia's jobless rate is now above 10 per cent, the highest in 60 years, and the figure for



Peter Baldwin, the higher-education secretary, may resist any moves that would cause further upheaval after a period of widespread change.

young people living in the cities is three imes that. Tackling the issue is expected to result in a renewed emphasis by the government on job and skills training, more student places in technical and continuing. Continued on Following Page

Contract of the Contract of the State of State



Canada's Colleges Forced to Adapt to Budget Squeeze

Continued From Preceding Page lower than those at comparable U.S. institutions.

Coupled with its budget an-Estancement, the Ontario government unveiled two related actions that it said were designed to encourage higher-education institutions to restructure themselvesespecially their finances.

According to provincial officials, colleges and universities that work with their labor unions to develop "creative budget solutions"—such as a mutually agreed-upon rollback of an existing wage contract—will be eligible to apply for some of the \$160-million in incentive funds that the government has set aside. All séctors that depend on government financing-school districts, hospitals, and municipalities, as well as University. John Stubbs, president higher-education institutions---will compete for those funds.

The government also has formed a new task force to study how high- we're committed to." er education can deliver programs in more cost-effective ways. It Council of Ontario Universities,

ity will not suffer as a result of such tions will enroll a total of 3,000 to efforts.

This assessment has been loudly disputed by leaders of Ontario's 16 universities, who stepped up their between 1,200 and 1,500 faculty war of words with the government after the budget was announced.

The latest squeeze on operating revenues could result in 10-percent fewer first-year students, warned the presidents of two large institutions, Robert Prichard of the McMaster, publicly discounted

"We can take hold of this circumstance and use it to yield a more effective

system two years down

the road than we have now-if we do it right."

University of Toronto and Geraldine Kenney-Wallace of McMaster of Trent University, a smaller institution, said simply: "We can't deliver the service and education that

Peter George, president of the

Australia Prepares to Make Job Training a Top Priority as It Tackles Recession

education programs, and a demand for more cooperation between the Miversities and such programs.

The government announced details last month of a \$75-million (U.S.) package to help the states increase by 40,000 the number of student places available in technical and continuing-education colleges this year. It already has moved up capital spending planned for 1993 and 1994 to improve facilities at universities that have experienced severe overcrowding.

Worst Downturn Since 1930's

Prime Minister Keating has been visiting state capitals to hold discussions with business and union leaders as a prelude to a major economic policy statement planned for March. The announcement is expected to set out an agenda for rescuing Australia from the malaise that has seen the worst economic that in Mr. Beazley they now have downturn here since the Great Depression of the 1930's.

lia's universities have called for an John Dawkins. Mr. Beazley was a early meeting with Mr. Beazley to Rhodes scholar and holds muster's put forward their arguments on degrees in art and philosophy. He ricrs that make it difficult for stuhow higher education can help in lectured in political theory at Murdents to transfer from the three-The economic-renewal process. doch University in Perth before be-They also will argue for further increases in spending on university building projects that were defor Mr. Beazley to make major ferred last year. It is believed that changes in higher education will be Given that members of the party's Mr. Keating already plans to anlimited by his need to concentrate blue-collar constituency are more nounce the injection of about \$30- on the employment and training likely to attend or send their chilmillion extra into new building progrums for universities.

desperately need improved facilition of Australians finishing high school, coupled with rising unemployment among the young, has contributed to a record number of

applications for university places. plied to universities for the 1992 ac- higher education.

Continued From Preceding Page ademic year, an increase of 12 per mental shift," she says. "You cent over the year before, but more than 50,000 qualified students are expected to be denied admission. Last year universities accepted more than 15,000 students above their federally financed quotas, and most institutions have been

> Mr. Beazley has refused to comment on plans for his new position, but he is likely to give considerable attention to expanding the socalled TAFE system. (The acronym stands for technical and further-education colleges.) That expansion would help relieve some of the pressure on the universities and help case severe unemployment among high-school graduates.

to reduce the demand on facilities.

An Academic Background

Faculty members and administrators in higher education believe someone more sympathetic to their to give universities less room, not plight and ideals than the aggres-The vice-chancellors of Austra- sive former education minister,

Observers say the opportunity components of his portfolio.

Also, the higher-education sec-Higher-education institutions retary, Mr. Baldwin, is likely to resist any moves that would cause ties. A huge increase in the proporwidespread change and consolidation in the universities. In a major policy paper presented late last year, he indicated that the govern- Ontario met for the first time to disment wanted to focus on issues re-Up to 300,000 Australians ap- lated to improving the quality of dents to move more easily between

pledges that quality and accessibil- predicts that next fall the institu-4.000 fewer first-year students than they took in this year. He also expects the universities to eliminate and staff positions.

Comments Provoke Protest

Richard Allen, Ontario's Minister of Colleges and Universities and a former history professor at such dire predictions as a pressure tactic by the presidents. His comments prompted a blistering open letter of protest from the council of

In Mr. Allen's view, major cuts enrollment and staff are not inevitable if university presidents recognize that the status quo cannot be maintained. "There does have to be change," he said, "The question is. Can we turn it into creative change, or do we turn it into a disaster? The answer is very much in the hands of the presidents, the heads of faculty associations, support staffs, and students.

"We can take hold of this circumstance," he added, "and we can use it to yield a more effective postsecondary system two years down the road than we have nowif we do it right."

University presidents like Ms. Kenney-Wallace of McMaster agree that higher education must rethink the way it provides services. "We're talking about a fundacan't do more of the same or less of the same. It requires a fundamental re-analysis of what you're doing."

Where Mr. Allen and the university presidents disagree is on what constitutes "doing it right." Ms. Kenney-Wallace notes that, unlike forced to cut first-year enrollments U.S. institutions, Ontario universities are constrained by the government in their ability to set their tuition, raise private funds, and even advertise their differences.

Intent on Alliances

In her view, which is echoed by other university presidents, the government also needs to rethink its approach to supporting postsecondary education. "Either give us a healthy dose of funds to meet our needs, or let us take control of our lives," she urges. She says she sees the government's announcements on financing and restructuring as a clear indication that it plans more, to decide their future.

The New Democratic government already has shown that it is anxious to see dismantled the barthey pursue specialized train universities, where they could gain a strong liberal-arts education. dren to community colleges than to universities, the government is inliances between the two sectors to

portunities for all. Last week the university and community-college presidents in the two systems.



The GRE Board and the Council of Graduate Schools would like to thank the following institutions and/or programs that attended the 1991 GRE/CGS Forums on Graduate Education:

Allred Adler institute of Chicage * American University * Appalachian State University * Bark Street Colege of Education * Baruch College * Bantiny College * Banton Colege * Boston University, Cargod of Communication * Bostofn University, Sargent College of Allied Hafalth Professions * Boston University * Brandels University * College of College of College of College of Production * College of University of Ban Francisco - University of South Carolina - University of Ban Irea - University of Souther Cationia - University of Souther Cationia - University of Souther Cationia - University of School of Graduate Studies - University of University of Wisconsin-Madison, School of Nursing - University of Wisconsin-Medison, School of Nursing - University of Wisconsin-Medison - Virginia Commonwealth University - Virginia Polytechnio Institute and State University - Waying State Un

Specific dates and locations for the 1992 GRE/CGS Forums will be announced in the early spring. Inquiries pertaining to institutional participation should be addressed to:

GRE/CGS Forums on Graduate Education, 32-V Educational Testing Service Princeton, New Jersey 08541-6000



PREHEALTH OF COLLEGE PRESIDENTS is carely the subject of publicity, but crises have been handled very genly on two campuses recently:

Marguerite R. Barnett, president of the University (Houston, wrote an open letter to the university community in which she said that—in the course of taking for allergies and flu—"a neuro-endocrinological condition was uncovered that now requires testing and gratment over the next several months." She continued, "And, even though I do not intend to let my illness in any way slow the university's progress, I think it is important that you know that through spring I will need tobe gone from campus periodically."

Last month it was announced that the Rev. Michael J. Lavelle, president of John Carroll University since 1988, had entered a clinic in Rochester, Minn., for treatment of a medical problem that resulted from "a combination of use of alcohol and some rather heavy medication." according to the Rev. Vincent M. Cooke, the university's academic vice-president who is acting as president in Father Lavelle's absence. The medication is for treating a heart condition. Mr. Cooke continued: "We have a university policy with regard to alcohol and other drugs. We feel it is nothing to be ashamed of, that it is a medical problem that can happen to any of us."

In one of his last acts as Governor of Kentucky. Wallace G. Wilkinson appointed himself to a six-year term on the University of Kentucky Board of Trustees ("Ways and Means," December 18). While legal, the appointment aroused a controversy that is unlikely to go away. After attending his first meeting as a trustee, Mr. Wilkinson held an impromptu news conference in which lesaid faculty members should spend more time on undergraduate teaching and less on research. He then gitinto a heated exchange with Mark Peffley, a professor of political science at the university. According to the Louisville Courier-Journal, Mr. Peffley eventually told the former Governor: "The academic setting is a competitive process just like anything else, and the reforms that you're calling for will destroy this university. It's destroying morale among faculty already."

The presidential-search process at East Tennessee State University ("Name Dropping," December 18) has a new wrinkle: More than 350 faculty members have signed a petition asking that the name of Bert C. Bach, the interim president, be added to the list of finalists. Mr. Bach had earlier dropped out of contention.

The Rev. William J. Byron, who will leave the Presidency of the Catholic University of America in June. was recently featured in the daily "Doers Profile" in The Washington Times. Most college presidents can empathize with at least two of his answers: "Luxury defined: Meetings that open with adjournment." and "Waller Mitty Pantasy: Presiding over an endowment that is larger than any other in U.S. higher educa-

Mount Aloysius Junior College is now Mount Aloysius College. It will award bachclor's degrees in nursing, public administration, and professional studies.

Jimmy Swaggart Bible College and Seminary in Baton Rouge, La., is considering changing its name to World Byangelism Bible College and Seminary.

Gazette

APPOINTMENTS, RESIGNATIONS (DEATHS, AND COMING EVENTS)

Claremont Graduate



Linda Davis Taylor Scripps



Carolyne Lamar Jordan Maryville U. (Mo.)





Betty J. Paulanka U. of Delaware



Chester K. Lasell Williams College

- <5

Thomas S. Kubala Delaware Technical and Community College

■ New college and university chief executives: Alabama A&M University, David Henson; Catholic University of America, F. Patrick Ellis; Delaware Technical and Community College, Thomas S. Kubala; New Hampshire Technical College at Stratham, Jane Power Kilcoyne.

Appointments, Resignations

Lynn M. Anderson, former chief of staff for the Governor of Minnesota., to director of development at Macalester College. of development at Macalester College.

R. Soott Bessley, head of the department of forest resources at U. of Arkansas at Monticello, to dean of the school of forestry at Stephen F. Austin Stale U.

G. Timothy Bowman, assistant treasurer at Philadelphia College of Textiles and Science, to vice-president for finance and ence, to vice-president to manuscular administration at Neumann College.

Juliet Brigham, acting director of admission at Smith College, to director.

Mary Jo Byrd, dean of students at Chowan College, to vice-president for student encountry.

roliment.

James D. Galdwell, western regional manager at Presbyterian (USA) Foundation, to director of planned giving at Trinity U.

director of planned giving at Trinity U.

(Tex.).

Joyae O. Davis, president of Southern Seminary College, has announced her retirement, effective June 30.

F. Patrick Ellis, president of La Salle U., to president of Catholic U. of America, effective in June.

Peter B. Fritzsche, chairman of EAC Industries Inc. (Chicago), to managing director of the alumni fund at Yale U.

Carroll T. Harris, assistant technical-services librarian at Southeastern Baptist Theological Seminary, to director of library services at Wingate College.

David Heatherly, dean of college transfer at Coastal Carolina Community College, to dean of curriculum education. David Honson, associate vice-president of U. of Colorado, to president of Alabama

A&M U.

Larry Jackson, director of academic affairs at U. of Phoenix, to associate director of the university's Colorado campus.

Joseph Johnson, former professor of science and engineering at City College of City U. of Now York, to professor of science and engineering and professor of physics and mechanical engineering at Florida A&M U.

Betrick M. Jones, director of bands at

Florida A&M D.

Patrick M. Jones, director of bands at Prince George's Community College, to director of bands at Western Nebraska

director of ourses at western reconsists.
Community College.
Carolyna Lamar Jordan, former vice-prosident for academic affairs at LeMoyne-Owen College, to associate academic dean for graduate studies at Maryville U.

(Mo.).

Jane Fower Kilcoyne, president of New Hampshire Technical College at Laconiu, to president of New Hampshire Technical College at Stratham.
Thomas S. Kubala, head of the office

Thomas S. Kubasa, near of the object of the community colleges and deputy to the chancellor at State U. of New York, to president of Delaware Technical and Community College.

Community College.
Chester K. Lasell, vice-president for corporate communications at Deere & Compony (Moline, 181.), to director of alumni reliations at Williams College.
James K. Leoney, vice-president and regional manager at Donald A. Campbell and Company (Los Angeles), to vice-

president for development at Clurement Graduate School. lans Mark, chancellor of the University of Texas System, has announced his resignation, effective September 1, 1992, to return to teaching in the department of agrospace engineering at the University

nerospace engineering at the Chiversity
of Texas at Austin.
Paul HoMasters, associate editor of the edilorial page at USA Taday, to director of
the Freedom Forum's First Amendment
Center at Vanderbilt U.

Center at vanuerout U.

Susan L. Moss, associate director of the office of legal education at U.S. Department of Justice, to assistant vice-chancellor for affirmative action at U. of Wiscont
Legal With Susant

east Missouri State U., to associate vice-president for academic affairs and dean of graduate studies.

graduate studies. Jonnio Reeves, provost and vice-president for aendemic affairs at Florida Memorial College, to interim president. Frank L. Rincon, dean of student life at Sam-Houston State U., to vice-chancellor tor

student affairs at U. of California at Davis, effective July 1.

Amy Schafer, coordinator of the office of cooperative education at Wichita State U., to director of community relations and special execute.

and special events.

Rick Spencer, chief admissions officer at
North Contral College (III.), to vice-president for institutional advancement.

Joseph E. Stampe, assistant director of alumni affairs at Farleigh Dicklason U.



MISCELLANY

James N. Rosse, provest of Stanford U., to president and chief executive officer of Greedom Newspapers Inc. (Irvine, Cal.).

Deaths

Joseph G. Allen, 79, professor emeritus and former chairman of surgery at Stanford U., January 10 in Stanford, Cal. John R. Everett, 73, president emeritus of

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New School for Social Research, former chancellor of City U. of New York, and former president of Hollins College, Jan-John E. Glavin, 30), professor enterities of law at Wayne State U., December 9 in Detroit.

Francis S. Grubar, 67, professor emeritus of American art history at George Washington U. January 16 in Washington. David V. Habif, 77, former professor of medicine at College of Physicians and Surgeons of Columbia U., January 17 in

J. Blaino Harrell, 80, former associate clini-cal professor of surgery at George Wash-ington U., January 14 in Naples, Fla. Hans Jenny, 92, professor enteritus of soil science at U. of California at Berkeley, January 9 in Oakland, Cal. Sumner M. Kalman, 73, professor constitution

Sumner M. Kalman, 73, professor emeritus of pharmacology at Stanford U., January 11 in Sunnyvale, Cal. Karl J. Lawrence, 90, professor emeritus of physical additional physical physica Kerl J. Lawrence, W., professor emeritus of physical education at Colgate U., Janu-ary 11 in Hamilton, N.Y. Sleter Catherine M. Lee, 79, former regis-trar at Trinity Cullege (Washington), Jan-

trar at Trinity College (Wa uary 21 in Washington.

James H. McBath, 69, professor of commu-nication arts and sciences at U. of Southern California, January 16 in Los Ange-

Petersburg, Flu.
Thomas F. Parkinson, 71, poet and former professor of English at U. of California at Berkeley, January 14 in Berkeley, Cul.

berkeity, Sanuary 14 in Berkeity, Cuit.
Ellenn Halsey Pike, 73, professor emeritus
of microbiology at New York Medical
College, January 7 in Valhalla, N.Y.
Willis E. Pratt, 85, former president of Indi-

ana U. of Pennsylvania, January 16 in In dinna, Pa.
Fredda Contin Steinman, 62, professor of

psychology at Trinity College (Washing-ton). January 15 in Lanhum. Md. Henry N. Stommel, 71, senior scientist in the physical-oceanography department at

Woods Hole Oceanographic Institution and former professor of oceanography at

Massachusetts Institute of Technology, January 16 in Boston. James M. Thompson, 59, former registrar

at U. of the District of Columbia and for-mer backetball coach at Howard U., Jan-uary 18 in Washington. Howard W. Wright, former professor of ac-counting at U. of Maryland at College Park, January 18 in Bethesda, Md. George 8. Odiome, 71. former dean of the business schools at U. of Massachusetts at Amherst and U. of Utah, and former director of the Industrial Relations Bu-reau at U. of Michigan, January 19 in St.

Coming Events

symbol (a) marks items that have not appeared in previous issues of The Chronicle.

12-13: Admissions. College fair, National Association of College Admission of Godes aslors, Pittsburgh, Contact: NALAT, CV. 836-2222, fax (703) 836-831.

12-14: Fund raising. Annual water college. American Prospect Research Association. Hyart Orlando Hotel, Orlando Flu. Contact: John L. Gliba, 1515, 21, 6819.

Fig. Contact: John L. Glida, 1515) 2:1-6819.

12-24: Higher education. "Lifelong I eard ing: Meeting the Higher Education Nersh of Adult Learners," conference, Natural University. San Diego. Contact. Sational University Research Institut (619) 563-7144.

12-16: Mussle. Annual conference, Songe, A Society for American Music, Lounters State University, Baton Rouse, La Confact: Wallace McKenzie, (304) 38-33/1.

13: International education. "Education in the People's Republic of China," workshop, World Education Services, San Francisco. Contact: Robert Hunter, 121: 966-6311, fax (212) 966-639.

13-14: Business officers, "Strategic Planning and Budgeting," workshop, National Association of College and University Business Officers, Los Angeles, Comacinacium, Professional Development Department, Suite 500, One Duponi Circle Washington 20036; (202) 861-2520.

13-14: Cooperative education, "Two-Year Colleges and Co-op: It's a Natural Training program, Northeostern University, Cincinnati, Contact: Donna Dabke, Associate Training Director, Northeavern University, Center for Cooperative Education, 503 Stearns Center, Northeastern University, Center for Cooperative Education, 503 Stearns Center, Northeastern University, Center for Cooperative Education, 503 Stearns Center, Northeastern University, Center for Cooperative Education, 503 Stearns Center, Northeastern University, Goston 02115; (617) 437-3774, fax (617) 437-3492.

1992 **February** 1992

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13-14: History. "Encounters, 1492-1992: 500 Years of Interaction." Texas Lutheran College, Seguin, Tex. Contact: Stephen Anderson, (512) 372-8020.
13-14: Multioultural Issues. "Managing Diversity in the University/College Workplace," workshop, Southwest Center for Human Relations Studies. San Diego. Contact: (405) 375-3036.

Human Relations Studies, San Diego. Contact: (405) 325-3936.

13-16: Multicultural education. Annual conference, National Association for Multicultural Education, Orlando Marriott-International Drive Hotel, Orlando, Fla. Contact: Rose Dubon-Sells, Office of the Dean, Southern University, P.O. Box 9983. Baton Rouge, La. 70813-1092: (504) 771-2290.

13-16: Multicultural Isauea. "Multicultural Programs: Certificate Training," International Counseling Center and George Washington University, Washington Contact: ICC, 3000 Conneclicut Avenue, N.W., Washington 20008; (2021483-0700.

13-16: Social Nelwork Conference, San Diego, Contact: Phillip Bonscich, De-

belt Social Network Conference. San Diego. Contact: Phillip Bonacich, De-portment of Sociology, University of Cal-ifornia, Los Angeles 90024. 13-17: Women and higher aducation. "Workshop for Women Administrators in Higher Education Whose Next Career Step Could Be the CEO Position." National Institute for Leadership Development. Phoenia: Contact: NLD. Rio Salado

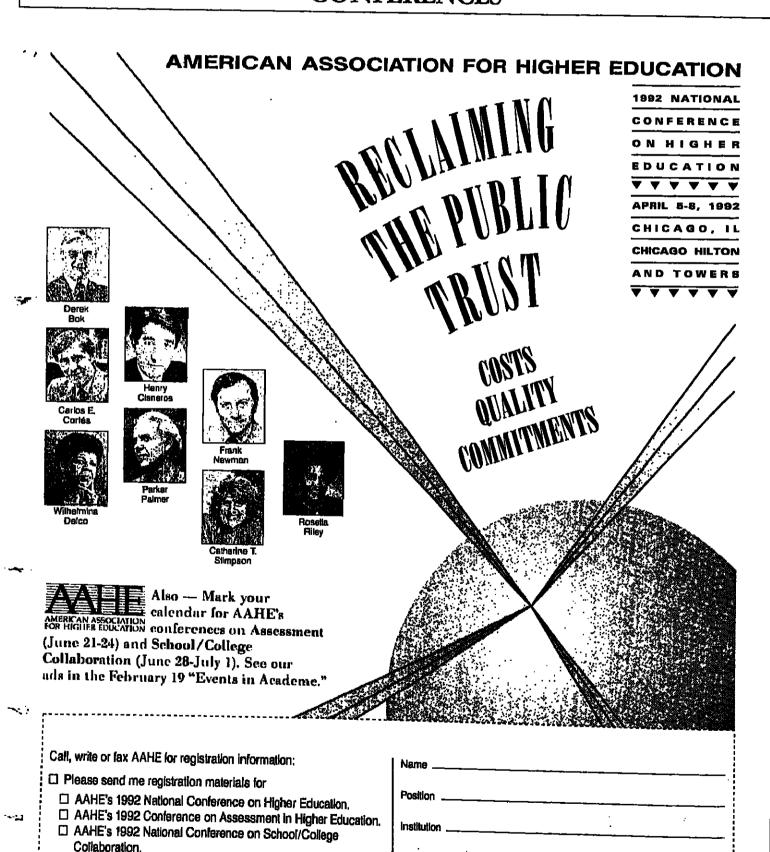
al Institute for Leadership Development.
Phoenix. Contact: NILD. Rio Salado
Community College, 640 North First Avenue, Phoenix 85003; (602) 223-4290.

13-19: Personnel, National seminar, College and University Personnel Associa-

lege and University resistance the tion, Capital Hilton Hotel, Washington. Contact: Lucia Cretella or Karen Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6.

12: Research. "Responding to Allegations of Research Misconduct in the University: a Practicum," workshop, American Association for the Advancement of Scicontact: Misconduct Practicum, Directorate for Science and Policy Programs, AAAS, (202) 326-6600, fax (202) 289-4950.

CONFERENCES



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policants must be nominated by their college, professor, ministrator, or chaplain. Deadline for nominations is Muary 21. Application information will be sent to nomi-75 by The FTE. Participant's conference expenses will covered by The FTE.

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lege Teaching and Learning." annual conference, Massachusetts Paculty Development Consortium, Bentley College, Waltham, Mass. Contact: Susan A. Holton, Bridgewater State College, Bridgewater, Mass. 02325; (508) 697-1201.

14: Higher education. "A Day With Arthur Chickering: Education and Identity Revisited," workshop, California State University, Long Beach, Cal. Contact: Cyathia S. Johnson or Kathryn Goddard, Sludent Development in Higher Education, 1250 Bellflower Boulevard, Long Beach, Cal. 90840; (213) 985-4974.

14: Higher education. "Teaching in Shopping Centers." teleconference, NUTN and Indiana University-Purdue University at Indianapolis. Contact: NUTN, (405) 744-5191.

5191.

14: Mathematics. Math workshop, Addison-Wesley Publishing Company, Xavier University, Cincinnati, Contact; Addison-Wesley, One Jacob Way, Reading, Mass. 01867; (617) 944-3700.

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Georgetown University School of Law William Blakey

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February 26, 1992

Reports on Hill meetings

Update from the Department of Education

For registration materials and further information, please contact:

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cation form: Dr. Fred Kollett Wheaton College Norton, MA 02766 BITNET: KOLLETT@WHEATNMA **Coming Events** Riverwalk, San Antonio, Ie. 1., NSFRF, P.O. Box 49422, Sept. 1, 78229-1422. 78.29-1422

20-21: Legal Issues. "Law and Legin the Schnols," conference. University, St. Petersburg, H. (Alice Ruffner, 1813) 145-1121, ev. 20-22: Non-traditional education. Pathways to a Degree, Hung Legislation of the College and Annenherg/cps Project, 105 ser Contact: Beryl Bellman, Department of the College and Contact Beryl Bellman, Department of the College and Contact Beryl Bellman, Department of the College and Co

Continued From Page A44

14: Student affairs. "These Are the Times
That Try Our Souls," annual conference
on student affairs, University of Maryland, College Park, Md. Contact: MaryD. Gibson, Maryland, Student, Affair D. Gibson, Maryland Student Affairs Conference, 2101 Annapolis Hall, University of Maryland, College Park, Md. 20742; (301) 314-7343.

20742: (301) 314-7343.

14-15: Teaching. "It's a Small World: Using Multi-Cultural Education for Effective Teaching." forum, Payetteville State University, Fayetteville, N.C. Contact:

14-18: Mutticultural education. Annual conference. National Association for Multicultural Education. Orlando. Fla. Confact: Affrend G. Monton, Division of Basic Studies, McNeese State University, Luke Churles, Lu. 70609; (318) 475-5131 or (318) 474-4772, fux (318) 475-

15-16: Black writers. Meeting, Union of Writers of the African Peoples, Community College of Philadelphia, Philadel phia. Contact: DWAP, c/o Forbes Quadrangle 3701, University of Pittsburgh, Pittsburgh 15260; (412) 648-7540, fa

15-18: Institutional advancement, District conference, Council for Advancement and Support of Education, Grand Hyatt Hotel, Washington, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 6; (202) 328-5900.

16-19: Toacher education. "Education and Family: a Global Perspective," annual meeting, Association of Teacher Educa-tors, Orlando, Fla. Confuct: ATF, 1900 Association Drive, Reston, Va. 22091-1599; (703) 620-3110, fax (703) 620-9530. 16: Personnel. "Salary Equity." professional-development program, College and University Personnel Association, Capital Hilton Hotel, Washington, Contact: Lucia Cretella or Karen Simon, CUPA, Suite 503, 1233 20th Street, N.W., Weekington 2003, 2014, 2014, 2014.

Washington 20036; (202) 429-0311, ext. 6. 16-19: Enrollmenta. "Retention Showcase: Focus on the Undecided Student." con-Bradley University, Costa Meso, Cal. Contact: Center for Educa-tional Development, Bradley University, Peoria, III, 61625; (309) 677-2420.

16-19: Equal opportunity. "Passport to the Future: Forging Partnerships Through Business, Education, and Government," annual conference, Southeastern Associations. ation of Educational Opportunity Pro-sram Personnel, Stouffer Nashville Ho-tel, Nashville, Contact: Loretta R. Herrin, Project Upward Bound, Benedict College, Columbia, S.C. 29203; (803) 253-

6222, fax (803) 749-1047.

19-21: Ethics. "The Future of Ethics in

America: Can an Individual Make a Dif-ference?" national conference. Cultion

nia State University, Long Beach, Cal. Contact: Delona Davis, (310) 985-8446. fax (310) 985-8449.

19-21: Fund raising. "Taxes and Giving," seminar, National Planned Giving Insti-tute, French Quarter Suites Hotel, Mem-

nut Hill, Pa. Contact: Nancy Konse (215) 660-1073. 21-22: Computers and librates. "Oals: Offling, In-line: Computer Law for the 90's." Southern California Associated Presidents' Day Law Libraries, Los Angeles, Cont. Kathleen Smith, (213) 669-7819, or b 17-19: Fund raising. "Securing Midor Gifts Using Gift-Planning Techniques." semi-nur. National Planned Giving Institute. French Quarter Stitles Hotel. Memphis. Contact: Kathy 1. Robbins. Robert F. Sharpe and Company. 5050 Poplar Ave-nue. Memphis 38157-1212; (901) 767-2330 or (800) 234-3253.

nor Gonzales, (213) 239-0358. 21-22: Women's studies. "Restoratio 21-22: Women's studies. "Restoration and Isth-Century Women's Voices." Sould meeting. Arhra Behn Society, New Orleans. Contact: Ellen Gardiner, Department of English, University of Mississippi, University, Miss. 38677.

21-23: Ethnography. "Ethoography in Election Forum," University of Pennishaniu, Philadelphia. Contact: Franct Lienger, 1215, 388, 377.

1992 February

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20-22: Administrators. Annual mer American Association of President Independent Colleges and Universel Phoenix. Contact: (213) 456-448 20-22: Education. "Influsion of African-Anterican Content in the 5." Curriculum." Cunference Roses.

Curriculum," conference. Kente I. Atlanta, Contact: Kente Fund, PO I

396. Atlanta 30301.
20-22: English. Southeast regional of the law-year of the

National Council of Teachers of Inc

Raleigh, N.C. Contact: Hilda Ban-(919) 355-4416.

20-22: Multiculturalism. "Multicul

Washington, D.C.: the Changing (

reace, American University and last for Policy Studies, Washington, Con Robert D. Manning, (202) 885-240

20-23: Continuing education. Date meeting. National University Contra Education Association, Chicago (

Tact: Christopher L. Guymon. (312) 1722, fax (312) 702-6814.

Miliors as Communities for Liber Learning," conference, Associated American Colleges, Philadelphia, Co.

iaci: Thomas Jeavons. (202) 387-376 21: Students. "Student Affairs in the 9

Searching for the Silver Lining."

ence, Saint Joseph's University. (b

20-29: Higher education. Re-Form

18-23: Campus activities. Annual meeting. National Association for Cumpus Activi-ties. Dallas. Contact: NACA, P.O. Box 6828. Columbia, S.C. 29260; (803) 732-622; for (903) 740 (647) Riemer, (215) 898-3273.

21-23: Solence education, "National Lik Sciences Education Summit Conferent II," Conlition for Education in the Lik Sciences, Racine, Wis, Contact: Radd Henry, (202) 737-3600.

21-26: Freehman waar, Annual metiat educations.

21-25: Freahman year. Annual meeting &

phis. Contact: Kathy L. Robbins. Robert F. Sharpe and Company. 5050 Poplar Avenue. Memphis 38157-1212; (901) 767-2330 or (800) 238-3253. Deadlines

19-21: Fund raising. "Winter Institute for Senior Development Professionals." Council for Advancement and Support of Education, Hyatt Sarasola Hotel, Sarasola symbol (=) marks items that he not appeared in previous issues sola, Fla. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202)

February 28: Humanities, Application for visiting fellowships in the humanities. Contact: Jacqueline Murray, Director. Humanities Research Group, Discretor of Windsor, 401 Sunset Avenue, Walsor, Ontario N9B 3P4; (519) 253-433. ext. 3508, fax (519) 973-7050.

20: State financing. "How to increase Your State Funding: Trends and Stratesles to increase State Funding for Higher-Education Institutions," teleconference, Dallas County Community College District and Community College Satellite Network. Contact: Jeff Rodman. (214) 952-0332. fax (214) 952-03329. 952-0332. fax (214) 952-0329.
20-21: Alumni. "Working With Alumni Boards," workshop, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.
20-21: Business officers. "Budgeting for Academic and Student-Services Personnel," workshop, National Association of College and University Business Officers, Boston, Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.
20-21: Fund raising. "Focus On Your Success!" conference, National Society of Fund Raising Executives, Holiday Inn

Sanoal Historical Publications and Commission. National Archives Mass Washington 20408; (202) 501-

23147521 Affairs Building, Columbia Uni-181517, 420 West 118th Street, New York

10077.

Skirch 1: Research. Applications for studies at the ry Library, 60 West Walton

tensy 28: Energy blosolences. Prescientions for research grants in the ensty biosciences. Contact: Program Noice 2-3, Department of Energy. Office
d Baic Energy Sciences, ER-17, Divisca of Energy Biosciences, Washington
M3 or Pat Snyder. (301) 903-2873. (For
take information. see Endered Reports fasher information, see Federal Regis-or, November 29, Pages 61,004-5.) guals for diabetes research. Contact: Ju-enite Diabetes Foundation Internation-il 432 Park Avenue South, New York

Hath 1: Humanities. Applications for tehumanilies during summer 1993. Con-uc: Michael L. Hall, National Endow-zatior the Humanities, Room 316, 1100 Ressylvania Avenue, N.W., Washing-te 20506; (202) 786-0463.

MITUTES, WORKSHOPS

Many 24: Art. Applications for participatonin a summer institute on Mexican co-KM., and Mexico City. Contuct: Mexi-ta Colonial Art Institute, Lutin Ameri-

An institute, Latin Americalistitute, University of New Mexico, Abayarque, N.M. 87131-1016.

Stack 1: Art. Applications for participate in an institute, "The Art of India: Sared and Secular," to be held in June ad July in New York. Confact: Vidyn Beita, Art History, Department, Vidyn Oseia, Art History Department, Columusqua, Art History Department, Columbia University, New York 10027.

March Ji Classical atualies. Applications for participation in the Classical Summer Shool, to be held in June and July in Rame. Contact: American Academy in Rame. 41 East 65th Street, New York 1001-6508; (212) 517-6200.

March 12 Managhters.

hand 1: Humanitien. Applications from faulty members for participation in sumner seminars for college tenchers. Con-uct Michael L. Hall, Division of Fellow-

THE NO COLLECT CALLS.

CONFERENCES, PROPOSALS

CONFERENCE

September 16 - 18, 1992

"The Americanisation of Culture"

tance, ethnocentrism, ethnicity, cultural / multi-cultural dialogue.

Proposals to Conference Secretary

angida Hepworth

American Studies Centre, University of Wales, Swansea

Education Acquisition, Pacific and European Areas

e Armed Forces are planning competitive procurements for educational services the Parish and to Proposeds (RFPs)

in the Pacific and European theater of operations. Requests for Proposals (RFPs) have been issued for Basic Skills through a Doctoral Program (Europe) and Basic Skills through a Doctoral Prog

Stills through Graduate Programs (Pacific). Academic Institutions interested in his program (Pacific). Academic Institutions interested in his programs (Pacific).

admining an offer to these RFPs are reminded there will be a PRE-PROPOSAL CONFERENCE Thursday, 20 February 1992, 9:00 A.M., at the Marmott Courted, 2700 pt.

ANNOUNCE Thursday, 20 February 1992, 9:00 A.M., at the manual rand, 2700 Elsenhower Avenue, Alexandria, Virginia. Offeron are strongly encouraged to attend. Point of Contact for the Pacific RFPs is Cheryl Gemeno, 15 ANNICCL, Hickam AFB, HI 96853-5320, telephone (808) 449-7029; for the biomen Bern.

Buspean RFP, it is Cora E. Hubbard, USAREUR Contracting Center, Attn: ABICC CAM-8, Box 49, APO AE 09710-5345, telephune (49)(69) 151-4314/

SA2 8PP, Wales, U.K.

Fax: 011.44.792,295719

Papers from a contemporary or historical perspective.

Themes: cultural dependence / interdependence, ideology and resis-

ships and Seminars, National Endow-ment for the Humanities, Room 316-KM, 1100 Pennsylvania Avenue, N.W., Wash-ington 20506; (202) 786-0463.

February 16: Phenomenology and litera-ture. Papers on the theme "Allegory Old and New—in Literature, the Fine Arts, Reulity," for possible presentation at the annual conference of the international Society for Phenomenology and Litera-ture, to be held in April in Cambridge. Muss. Contact: A-T. Tymieniecka, World Phenomenology Institute, 348 Physon Road, Belmont, Mass. 02178;

(617) 489-3696.

February 20: Higher education. Proposals on the theme "A Gendered Culture: Education Management in the 90's," for possible presentations at a conference, to be held in Victoria, Australia in July. Contact: Madeleine Fogarty, Victoria University of Technology, McKechnie Street, St. Albans 3021, Victoria, Australia; (03) 365-2346, fax (03) 365-2242.

February 21: Philosophy. Abstracts of papers on the theme "Consequentialism." for possible presentation at a conference, to be held in May in Rochester, N.Y. Contact: David Braun, Philosophy D

partment, University of Rochester, Ruchester, N.Y. 14627.

February 24: Administration. Proposals on the theme "Doing more With Less: the Challenge of Constraints" for consider-ation for the Exemplary Models Award and the John Blackburn Award, and for nossible presentation at the annual as Sembly of the American Association of University Administrators, to be held in June in Cincinnati. Contact: Susan B. Kuplun, General Secretary, AAUA, 2121 I Street, N.W., Washington 20052; (202) 994-6503, fax (202) 994-0654.

February 28: Affirmative action, Abstracts of papers on the theme "Expanding the Dialogue: Affirmative Action in the 21st Century" for possible presentation at a regional conference of the American As-sociation for Affirmative Action, to be held in September in Eugene, Ore. Con-tact: Diane Wong, Special Assistant to the President, Office of the President, University of Oregon, Eugene, Ore. 97403; (503) 346-3036.

February 28: Holocaust. Proposals for possible presentations at a conference on possible presentations at a conference on Christianity and the Holocaust, to be held in April in Lawrenceville, N.J. Contact: Holocaust/Genocide Resource Center, Rider College, 2083 Lawrenceville Road, Lawrenceville, N.J. 08648; (609) 896-5345, fax (609) 896-8029.

(313) 577-6986. March 1: Minorities. Proposals on the theme "Adults of Color in Higher Educa-tion: an Institutional Response," for pos-February 28: Human-science research. Absible presentations at a conference, to be held in November in Columbus, Ohio. Contact: Office of Continuing Education. structs of papers on the theme "The Her meneutic Circle of Understanding: Voice, Narrative, and Meaning in the Life-World's of Children and Adults," for Contact: Office of Continuing Education, Ohio State University, 152 Mount Hall, 1050 Carmack Road, Columbus, Ohio 43210-1002; fax (614) 292-0492, or call K. B. Montagno, (614) 292-8860 or J. W. possible presentation at an internaconference on human-science research, to be held in June in Rochester, Mich. Contact: Marc Briod, Institute for Action Research, Oakland University, Roches-ter, Mich. 48309-4401; (313) 370-4233.

Morris, (614) 22-8571 March 1: Sexual assault. Proposals on the theme "Sexual Assault on Campus," for theme "Sexual Assault on Campus, for possible presentations at an international conference, to be held in October in Orlando, Fla. Contact: Alan McEvoy, Department of Sociology, Wittenberg University, Springfield, Ohio 45501.

March 1: Theater, Proposals for possible March 1: Theater, Proposals for possible February 29: Philosophy. Proposals on the theme "Authenticity in African Philosophy," for possible presentations at an in-ternational conference, to be held in July in Lagos, Nigeria, Contact: Sophic Olivede, Department of Philosophy University of Lagos, Lagos, Nigeria o

March 2: Theater, Proposals for possible presentations at the annual convention of the Southwest Theatre Association, to be held in November in Artington, Tex. Contact: Division of Theatre Arts, University of Texas, Box 19103, Arlington, Tex. 76019-0103; (817) 273-3141.

Kofi Johnson, Department of Political Science, New England College, Hen-niker, N.H. 03242; (603) 428-23 (1 or (603)

ebruary 29: Trusteenhip. Proposals on the theme "Taking Trusteeship Seriously."

for possible presentations at a sympo-sium, to be held in October and Novem

ber in Indianapolis. Contact: Robert E. Fogal, Center on Philanthrupy, Indiana University-Purdue University, Suite 301, 530 West North Street, Indianapolis

of papers for possible use in a "Multi-Cultural, Multi-Disciplinary Project on the Experiences of Ethnic and Third World Women." Contact: Sondra

O'Neale, Chair, Department of Women's Studies, 336 North Hall, University of Wisconsin, La Crosse, Wis. \$4601; fax 1608) 785-8909, or Cynthia Tompkins.

University of Wisconsin-Parkside, Wood

Road Box 2000, Kenosha, Wis. 53141; fax (414) 595-2265.

March 1: AIDS orisis. Manuscripts on the theme "The Politics of AIDS," for posi-

ble publication in Proteus. Contact: Pro-teus. 302 Old Main, Shippensburg Uni-

versity, Shippensburg, Pa. 17257; (717)

March 1: Computing and philosophy. Ab

March 1: Computing and philosophy. Abstracts of papers for possible presentation at an international conference on computing and philosophy, to be held in August in Orlando, Fla. Contact: Don Jones, Philosophy Department, University of Central Florida, Orlando, Fla. 32816; BITNET: ASDINFAAMAUCFIVM.
 March, 1: Higher education, Manuscripts for possible publication in the inversible publication.

Thought & Action. Contact: Rebecca 1

Robbins, Editor, Higher Education Publi-cations, National Education Association. 1201 16th Street, N.W., Washington

20036; (202) 822-7207.

March 1: Humanities. Manuscripts on the theme "Exploration and Discovery" for possible inclusion in the Issue of Weber Studies: an Interdisciplinary Itumanities Journal marking the Columbus quincentennial. Contact: Nella C. Seshachari, Editor, Weber Studies, Weber State University, Ogden, Utah 84408-1201.

Manus 4. Lebar Heberg, Processis on the

Whereh 1: Labor history, Proposals on the theme "Remaking the Working Class: Work Force 2000 and the Labor Move-ment in Historical Perspectives." for

possible presentations at a conference, to be held in October in Detroit. Contact: Elizabeth Faue. Department of History, 3094 Faculty Administration Building, Wayne State University, Detroit 48202;

20036; (202) 822-7207.

46202-3162. February 29: Women's studies. Abstr

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February 24: Software. Software in the nat-February 24: Software. Software in the natural sciences, social sciences, or accounting for consideration for RDUCOM Higher Education Software Awards. Contact: Higher Education Software Awards Program. Attention: Gall Miller. Computer Science Center, Building 224. University of Meryland, College Park, Md. 20742-2411.
Fabruary 28: Philanthropy and education. Dissertations accepted and articles, monographs, and books published during

monographs, and books published during monographs, and books published curing the 1990-91 scademic year for consideration for the John Grenzebach Awards for Outstanding Research in Philanthropy for Education. Contact: Judy Diane Grace, Director of Research, Council for Advancement and Support of Education. Suite 400, 11 Dupont Circle, Washington 20036-1261; (202) 328-5985.

March 4: Arts and humanities. Applications from artists and scholars for participation in the residency program of the Ucross Foundation, which provides work space and living accommodations for periods of two weeks to four months. Contact: Residency Program, Ucross Foundation, 2836 U.S. Highway 14-16 East, Clearmont. Wyo. 82835; (307) 737-2291.

March 1: Journalism and mass communication Elsays, articles, or book chapters on communication history for consideration for the Covert Award in Mass Communication filstory, given by the Association for Education in Journalism and Mass Communication. Contact: Karen List, Journalism Department, University of Massschuseits, Amherst, Mass; 91003.

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